

EXHIBIT 2

ELM Solutions

2022 Real Rate Report[®]

The industry's leading
analysis of law firm rates,
trends, and practices



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A Letter to Our Readers

Welcome to the Wolters Kluwer ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by the Wolters Kluwer ELM Solutions LegalVIEW® data warehouse, which has grown to include \$155B+ in anonymized legal data.

Last year, we launched our LegalVIEW Insights report series, which presented the first-of-its-kind legal analysis of total outside spend, vendor counts, staffing ratios, and other matters. This year, LegalVIEW Insights has gone even deeper into these issues and, together with the Real Rate Report, is a great tool to benchmark performance and improve from there.

The legal services industry relies on internal analytics and the use of external data resources, such as the LegalVIEW data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to pinpoint areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank our data contributors for participating in this program. And we thank you for making Wolters Kluwer ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



Barry Ader

Vice President, Product Management and Marketing
Wolters Kluwer ELM Solutions

Report Use Considerations

2022 Real Rate Report

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

Some key factors¹ that drive rates²:

Attorney location - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.

Litigation complexity - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).

Years of experience and reputation - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.

Overhead - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

Firm size - The rates can increase if the firm is large and has various timekeeper roles at the firm. For example, the cost to work with an associate or partner at a larger firm will be higher compared to a firm that has one to two associates and a paralegal.

¹ David Goguen, J.D., University of San Francisco School of Law (2020) Guide to Legal Services Billing Retrieved from: <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

² Source: 2018 RRR. Factor order validated in multiple analyses since 2010

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Section I: High-Level Data Cuts

All data and analysis based on
data collected thru Q2 2022

Section I: High-Level Data Cuts

Partners, Associates, and
Paralegals
By Role

2022 - Real Rates					Trend Analysis - Mean		
Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Partner	10592	\$430	\$653	\$969	\$749	\$738	\$705
Associate	9930	\$329	\$485	\$703	\$546	\$541	\$503
Paralegal	4215	\$150	\$225	\$325	\$247	\$244	\$232

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Albany NY	Non-Litigation	Partner	17	\$288	\$288	\$305	\$322	\$322	\$354
		Associate	15	\$234	\$240	\$243	\$237	\$235	\$233
Atlanta GA	Litigation	Partner	103	\$391	\$525	\$745	\$568	\$513	\$554
		Associate	116	\$262	\$345	\$486	\$382	\$349	\$361
	Non-Litigation	Partner	220	\$478	\$665	\$871	\$700	\$663	\$636
		Associate	201	\$370	\$450	\$618	\$504	\$468	\$443
Austin TX	Litigation	Partner	25	\$491	\$643	\$913	\$696	\$668	\$579
		Associate	21	\$318	\$463	\$659	\$497	\$492	\$481
	Non-Litigation	Partner	73	\$409	\$450	\$608	\$526	\$511	\$510
		Associate	50	\$319	\$401	\$625	\$450	\$373	\$390
Baltimore MD	Litigation	Partner	66	\$380	\$585	\$625	\$551	\$593	\$566
		Associate	76	\$285	\$400	\$482	\$414	\$442	\$426
	Non-Litigation	Partner	85	\$401	\$606	\$865	\$682	\$656	\$648
		Associate	80	\$335	\$482	\$649	\$512	\$507	\$484

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Birmingham AL	Litigation	Partner	40	\$320	\$325	\$459	\$387	\$357	\$356
		Associate	40	\$275	\$300	\$311	\$292	\$284	\$301
	Non-Litigation	Partner	57	\$340	\$410	\$480	\$423	\$432	\$428
		Associate	48	\$258	\$295	\$339	\$302	\$304	\$300
Boston MA	Litigation	Partner	105	\$397	\$681	\$824	\$632	\$588	\$531
		Associate	88	\$315	\$432	\$608	\$475	\$450	\$411
	Non-Litigation	Partner	173	\$510	\$715	\$972	\$782	\$772	\$728
		Associate	186	\$395	\$520	\$690	\$563	\$555	\$515
Bridgeport CT	Litigation	Partner	14	\$478	\$563	\$605	\$535	\$502	\$462
	Non-Litigation	Partner	18	\$366	\$400	\$584	\$451	\$437	\$402
		Associate	12	\$200	\$265	\$295	\$281	\$235	\$242
Buffalo NY	Litigation	Partner	28	\$300	\$340	\$356	\$321	\$330	\$339
		Associate	17	\$225	\$245	\$265	\$240	\$238	\$246
	Non-Litigation	Partner	16	\$325	\$366	\$500	\$397	\$349	\$354

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Buffalo NY	Non-Litigation	Associate	11	\$210	\$255	\$285	\$257	\$238	\$242
		Partner	25	\$225	\$280	\$310	\$273	\$274	\$276
Charleston WV	Non-Litigation	Associate	12	\$281	\$325	\$358	\$336	\$345	\$376
		Partner	20	\$513	\$590	\$736	\$635	\$586	\$557
Charlotte NC	Litigation	Associate	21	\$325	\$350	\$382	\$369	\$356	\$370
		Partner	84	\$550	\$646	\$782	\$706	\$703	\$674
Chicago IL	Non-Litigation	Associate	85	\$320	\$391	\$526	\$450	\$465	\$412
		Partner	266	\$487	\$755	\$975	\$771	\$742	\$694
Chicago IL	Litigation	Associate	248	\$338	\$500	\$652	\$516	\$507	\$474
		Partner	561	\$632	\$890	\$1,200	\$920	\$912	\$871
Cincinnati OH	Non-Litigation	Associate	473	\$420	\$574	\$750	\$595	\$612	\$575
		Partner	25	\$326	\$503	\$590	\$474	\$440	\$444
Cincinnati OH	Litigation	Associate	41	\$259	\$310	\$357	\$312	\$290	\$278
		Partner	38	\$399	\$464	\$538	\$476	\$475	\$454

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Cincinnati OH	Non-Litigation	Associate	41	\$270	\$305	\$342	\$307	\$301	\$275
		Partner	66	\$425	\$509	\$675	\$564	\$559	\$575
Cleveland OH	Litigation	Associate	58	\$257	\$284	\$350	\$323	\$318	\$310
		Partner	182	\$396	\$495	\$626	\$558	\$526	\$511
	Non-Litigation	Associate	145	\$250	\$295	\$393	\$333	\$325	\$300
		Partner	19	\$400	\$445	\$525	\$443	\$381	\$371
Columbia SC	Litigation	Associate	18	\$232	\$271	\$324	\$281	\$265	\$257
		Partner	27	\$331	\$398	\$483	\$417	\$415	\$396
	Non-Litigation	Associate	23	\$260	\$324	\$361	\$326	\$306	\$269
		Partner	37	\$392	\$441	\$573	\$477	\$458	\$469
Columbus OH	Litigation	Associate	15	\$255	\$275	\$304	\$288	\$289	\$285
		Partner	13	\$405	\$550	\$590	\$532	\$524	\$511
	Non-Litigation	Associate	23	\$260	\$324	\$361	\$326	\$306	\$269
		Partner	37	\$392	\$441	\$573	\$477	\$458	\$469
Dallas TX	Litigation	Associate	60	\$199	\$340	\$587	\$422	\$440	\$416
		Partner	70	\$315	\$492	\$646	\$516	\$546	\$478

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Dallas TX	Non-Litigation	Partner	146	\$495	\$655	\$995	\$759	\$750	\$755
		Associate	143	\$345	\$548	\$729	\$553	\$529	\$531
Dayton OH	Non-Litigation	Partner	15	\$320	\$380	\$410	\$379	\$362	\$388
Denver CO	Litigation	Partner	32	\$414	\$495	\$644	\$553	\$512	\$451
		Associate	30	\$286	\$345	\$415	\$348	\$349	\$332
	Non-Litigation	Partner	125	\$450	\$525	\$626	\$559	\$541	\$516
		Associate	86	\$285	\$360	\$430	\$377	\$342	\$319
	Litigation	Partner	27	\$275	\$300	\$376	\$335	\$372	\$360
		Associate	19	\$215	\$255	\$358	\$281	\$274	\$292
Detroit MI	Non-Litigation	Partner	60	\$313	\$392	\$454	\$383	\$388	\$369
		Associate	32	\$230	\$253	\$280	\$256	\$269	\$248
	Non-Litigation	Partner	34	\$375	\$420	\$477	\$426	\$431	\$429
		Associate	14	\$255	\$285	\$318	\$294	\$303	\$308
Hartford CT	Litigation	Partner	24	\$330	\$501	\$591	\$491	\$420	\$425

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Hartford CT	Litigation	Associate	13	\$293	\$320	\$369	\$327	\$294	\$307
	Non-Litigation	Partner	27	\$430	\$525	\$614	\$542	\$561	\$546
		Associate	22	\$265	\$300	\$340	\$310	\$304	\$295
Honolulu HI	Non-Litigation	Partner	19	\$275	\$300	\$353	\$325	\$350	\$320
		Associate	13	\$180	\$200	\$220	\$208	\$210	\$197
Houston TX	Litigation	Partner	60	\$409	\$668	\$880	\$678	\$653	\$618
		Associate	67	\$350	\$409	\$548	\$444	\$414	\$381
	Non-Litigation	Partner	108	\$470	\$831	\$1,127	\$845	\$793	\$796
		Associate	136	\$280	\$435	\$691	\$490	\$468	\$433
Indianapolis IN	Litigation	Partner	36	\$325	\$425	\$564	\$439	\$412	\$419
		Associate	23	\$218	\$268	\$342	\$292	\$261	\$264
	Non-Litigation	Partner	37	\$331	\$405	\$473	\$432	\$454	\$456
		Associate	21	\$260	\$274	\$320	\$300	\$285	\$274
Jackson MS	Litigation	Partner	66	\$296	\$319	\$375	\$339	\$376	\$368

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Jackson MS	Litigation	Associate	56	\$55	\$225	\$250	\$178	\$203	\$175
	Non-Litigation	Partner	24	\$315	\$420	\$485	\$418	\$394	\$375
		Associate	25	\$55	\$126	\$255	\$155	\$125	\$259
Kansas City MO	Litigation	Partner	74	\$413	\$450	\$556	\$472	\$450	\$450
		Associate	50	\$252	\$329	\$385	\$319	\$316	\$305
	Non-Litigation	Partner	101	\$411	\$487	\$615	\$519	\$487	\$464
		Associate	73	\$250	\$320	\$385	\$322	\$312	\$285
Las Vegas NV	Non-Litigation	Partner	20	\$350	\$425	\$525	\$440	\$422	\$432
		Associate	11	\$238	\$267	\$368	\$301	\$297	\$282
Little Rock AR	Non-Litigation	Partner	11	\$215	\$215	\$308	\$264	\$256	\$298
Los Angeles CA	Litigation	Partner	322	\$516	\$725	\$1,045	\$799	\$739	\$702
		Associate	408	\$400	\$615	\$855	\$642	\$606	\$564
	Non-Litigation	Partner	521	\$596	\$868	\$1,201	\$903	\$902	\$858
		Associate	667	\$441	\$603	\$845	\$653	\$712	\$648

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Louisville KY	Litigation	Partner	15	\$235	\$335	\$360	\$331	\$332	\$331
		Associate	12	\$175	\$200	\$290	\$230	\$239	\$229
Memphis TN	Litigation	Partner	15	\$290	\$415	\$440	\$376	\$357	\$366
	Non-Litigation	Partner	19	\$308	\$347	\$390	\$356	\$340	\$340
Miami FL	Litigation	Partner	99	\$275	\$450	\$623	\$464	\$489	\$449
		Associate	71	\$244	\$320	\$439	\$345	\$331	\$336
	Non-Litigation	Partner	134	\$450	\$575	\$779	\$608	\$577	\$564
		Associate	91	\$305	\$446	\$547	\$435	\$418	\$405
Milwaukee WI	Litigation	Partner	16	\$245	\$338	\$400	\$379	\$390	\$395
	Non-Litigation	Partner	21	\$305	\$390	\$466	\$499	\$486	\$483
		Associate	18	\$260	\$290	\$352	\$309	\$314	\$312
Minneapolis MN	Litigation	Partner	66	\$388	\$626	\$702	\$584	\$529	\$472
		Associate	55	\$370	\$461	\$526	\$446	\$386	\$353
	Non-Litigation	Partner	119	\$491	\$627	\$763	\$626	\$600	\$578

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Minneapolis MN	Non-Litigation	Associate	83	\$340	\$421	\$528	\$425	\$408	\$384
		Partner	24	\$275	\$320	\$456	\$363	\$378	\$403
Nashville TN	Litigation	Partner	78	\$412	\$484	\$576	\$505	\$481	\$470
		Associate	59	\$270	\$330	\$384	\$340	\$315	\$285
	Non-Litigation	Partner	47	\$290	\$332	\$412	\$343	\$330	\$340
		Associate	42	\$231	\$243	\$340	\$278	\$290	\$275
New Orleans LA	Litigation	Partner	32	\$295	\$347	\$405	\$419	\$380	\$391
		Associate	21	\$244	\$250	\$278	\$273	\$303	\$258
	Non-Litigation	Partner	614	\$475	\$675	\$1,088	\$808	\$784	\$746
		Associate	631	\$323	\$460	\$729	\$545	\$527	\$509
New York NY	Litigation	Partner	1,376	\$765	\$1,235	\$1,638	\$1,189	\$1,139	\$1,090
		Associate	1,809	\$550	\$776	\$1,050	\$796	\$766	\$716
	Non-Litigation	Partner	14	\$235	\$338	\$393	\$337	\$319	\$311
		Associate	12	\$293	\$339	\$353	\$329	\$338	\$341
Oklahoma City OK	Non-Litigation	Partner	14	\$235	\$338	\$393	\$337	\$319	\$311
Omaha NE	Litigation	Partner	12	\$293	\$339	\$353	\$329	\$338	\$341

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Omaha NE	Non-Litigation	Partner	30	\$298	\$376	\$420	\$360	\$354	\$346
		Associate	11	\$200	\$215	\$306	\$250	\$242	\$238
Orlando FL	Litigation	Partner	32	\$410	\$474	\$501	\$467	\$477	\$446
		Associate	22	\$255	\$334	\$390	\$317	\$306	\$283
	Non-Litigation	Partner	35	\$399	\$425	\$475	\$441	\$477	\$460
		Associate	22	\$233	\$273	\$347	\$320	\$322	\$297
Philadelphia PA	Litigation	Partner	330	\$485	\$636	\$837	\$664	\$625	\$621
		Associate	330	\$365	\$430	\$530	\$447	\$414	\$392
	Non-Litigation	Partner	374	\$530	\$741	\$925	\$762	\$735	\$706
		Associate	322	\$375	\$446	\$540	\$482	\$441	\$423
Phoenix AZ	Litigation	Partner	36	\$300	\$450	\$585	\$457	\$465	\$420
		Associate	19	\$215	\$265	\$348	\$283	\$282	\$225
	Non-Litigation	Partner	74	\$353	\$425	\$539	\$470	\$423	\$391
		Associate	43	\$225	\$290	\$340	\$305	\$270	\$259

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Pittsburgh PA	Litigation	Partner	57	\$425	\$614	\$767	\$599	\$565	\$539
		Associate	66	\$267	\$430	\$522	\$404	\$391	\$350
	Non-Litigation	Partner	128	\$445	\$603	\$808	\$627	\$646	\$582
		Associate	113	\$340	\$409	\$513	\$434	\$401	\$389
Portland ME	Non-Litigation	Partner	38	\$250	\$385	\$450	\$376	\$384	\$373
Portland OR	Litigation	Partner	36	\$348	\$476	\$585	\$481	\$440	\$417
		Associate	47	\$360	\$420	\$484	\$425	\$389	\$354
	Non-Litigation	Partner	46	\$432	\$502	\$668	\$540	\$511	\$481
		Associate	83	\$364	\$423	\$507	\$433	\$379	\$358
Raleigh NC	Non-Litigation	Partner	31	\$300	\$428	\$563	\$454	\$464	\$443
Richmond VA	Litigation	Partner	36	\$350	\$680	\$723	\$591	\$544	\$570
		Associate	31	\$323	\$425	\$450	\$397	\$391	\$359
	Non-Litigation	Partner	53	\$536	\$765	\$920	\$756	\$715	\$690
		Associate	54	\$425	\$489	\$625	\$515	\$474	\$453

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Rochester NY	Non-Litigation	Partner	12	\$270	\$360	\$488	\$386	\$341	\$446
		Associate	13	\$220	\$310	\$375	\$314	\$278	\$287
Sacramento CA	Non-Litigation	Partner	11	\$381	\$437	\$682	\$534	\$559	\$516
Salt Lake City UT	Litigation	Partner	14	\$246	\$353	\$468	\$363	\$333	\$379
	Non-Litigation	Partner	42	\$297	\$371	\$447	\$391	\$363	\$353
		Associate	22	\$220	\$240	\$270	\$248	\$247	\$228
San Diego CA	Litigation	Associate	23	\$151	\$225	\$300	\$255	\$258	\$264
	Non-Litigation	Partner	89	\$332	\$540	\$1,066	\$699	\$667	\$649
		Associate	71	\$250	\$325	\$424	\$373	\$378	\$351
San Francisco CA	Litigation	Partner	143	\$423	\$675	\$995	\$742	\$711	\$691
		Associate	98	\$325	\$430	\$731	\$525	\$517	\$470
	Non-Litigation	Partner	221	\$475	\$750	\$950	\$758	\$746	\$741
		Associate	151	\$338	\$486	\$702	\$545	\$563	\$507
San Jose CA	Litigation	Partner	33	\$654	\$921	\$1,133	\$916	\$907	\$864

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
San Jose CA	Litigation	Associate	22	\$461	\$580	\$745	\$608	\$593	\$498
	Non-Litigation	Partner	50	\$660	\$864	\$1,303	\$969	\$985	\$887
		Associate	46	\$380	\$460	\$775	\$616	\$639	\$567
Seattle WA	Litigation	Partner	76	\$497	\$655	\$760	\$635	\$567	\$510
		Associate	61	\$394	\$468	\$530	\$447	\$453	\$395
	Non-Litigation	Partner	148	\$410	\$526	\$760	\$571	\$547	\$547
		Associate	113	\$310	\$395	\$502	\$422	\$401	\$377
St. Louis MO	Litigation	Partner	46	\$260	\$350	\$435	\$376	\$373	\$388
		Associate	17	\$197	\$225	\$250	\$228	\$237	\$232
	Non-Litigation	Partner	57	\$352	\$419	\$540	\$451	\$446	\$473
Tampa FL	Litigation	Partner	31	\$369	\$508	\$595	\$490	\$467	\$452
		Associate	15	\$269	\$298	\$368	\$316	\$302	\$306
Trenton NJ	Non-Litigation	Partner	21	\$408	\$600	\$700	\$569	\$620	\$581
		Associate	12	\$480	\$495	\$500	\$448	\$376	\$387

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Washington DC	Litigation	Partner	490	\$716	\$925	\$1,062	\$922	\$897	\$842
		Associate	428	\$504	\$670	\$707	\$631	\$604	\$558
	Non-Litigation	Partner	1,026	\$643	\$871	\$1,080	\$898	\$876	\$853
		Associate	882	\$459	\$612	\$736	\$631	\$603	\$570
Wheeling WV	Litigation	Partner	22	\$746	\$821	\$850	\$777	\$748	\$801

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Fewer Than 3 Years	23	\$307	\$338	\$397	\$357	\$334	\$292
	3 to Fewer Than 7 Years	57	\$322	\$390	\$473	\$423	\$365	\$325
	7 or More Years	63	\$325	\$413	\$587	\$453	\$459	\$416
Austin TX	7 or More Years	11	\$339	\$570	\$692	\$524	\$446	\$429
Baltimore MD	Fewer Than 3 Years	15	\$349	\$400	\$475	\$417	\$395	\$341
	7 or More Years	35	\$290	\$394	\$656	\$471	\$471	\$474
Birmingham AL	7 or More Years	16	\$280	\$310	\$340	\$322	\$304	\$313
Boston MA	Fewer Than 3 Years	13	\$414	\$500	\$520	\$479	\$438	
	3 to Fewer Than 7 Years	42	\$350	\$430	\$565	\$474	\$475	\$456
	7 or More Years	51	\$363	\$450	\$630	\$511	\$524	\$497
Charlotte NC	Fewer Than 3 Years	12	\$293	\$295	\$335	\$344	\$368	\$315
	3 to Fewer Than 7 Years	16	\$337	\$360	\$406	\$381	\$363	\$343
	7 or More Years	21	\$365	\$405	\$570	\$500	\$480	\$432
Chicago IL	Fewer Than 3 Years	22	\$302	\$464	\$526	\$426	\$397	\$514

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Chicago IL	3 to Fewer Than 7 Years	76	\$364	\$537	\$730	\$552	\$554	\$522
	7 or More Years	106	\$401	\$576	\$759	\$594	\$587	\$571
Cleveland OH	Fewer Than 3 Years	18	\$250	\$285	\$360	\$309	\$309	
	3 to Fewer Than 7 Years	47	\$260	\$295	\$415	\$336	\$331	\$282
	7 or More Years	48	\$264	\$295	\$375	\$350	\$333	\$326
Dallas TX	3 to Fewer Than 7 Years	23	\$335	\$395	\$615	\$506	\$499	\$546
	7 or More Years	31	\$320	\$436	\$647	\$517	\$520	\$514
Denver CO	3 to Fewer Than 7 Years	16	\$310	\$356	\$399	\$356	\$347	\$298
	7 or More Years	29	\$285	\$380	\$453	\$393	\$346	\$337
Detroit MI	7 or More Years	12	\$243	\$250	\$350	\$293	\$293	\$295
Hartford CT	7 or More Years	11	\$293	\$338	\$379	\$336	\$292	\$308
Houston TX	3 to Fewer Than 7 Years	20	\$420	\$517	\$580	\$497	\$497	\$494
	7 or More Years	27	\$316	\$419	\$615	\$488	\$521	\$471
Indianapolis IN	7 or More Years	11	\$260	\$288	\$350	\$300	\$267	\$259

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Kansas City MO	3 to Fewer Than 7 Years	15	\$270	\$325	\$360	\$318	\$295	\$283
	7 or More Years	28	\$292	\$334	\$391	\$333	\$312	\$302
Los Angeles CA	Fewer Than 3 Years	63	\$429	\$595	\$654	\$556	\$524	\$488
	3 to Fewer Than 7 Years	144	\$486	\$688	\$838	\$662	\$626	\$530
	7 or More Years	171	\$351	\$550	\$840	\$600	\$634	\$586
Miami FL	3 to Fewer Than 7 Years	19	\$300	\$360	\$457	\$380	\$331	\$313
	7 or More Years	36	\$295	\$450	\$595	\$460	\$433	\$385
Minneapolis MN	Fewer Than 3 Years	11	\$374	\$405	\$446	\$408		\$230
	3 to Fewer Than 7 Years	27	\$340	\$451	\$510	\$421	\$358	\$356
	7 or More Years	27	\$423	\$468	\$585	\$478	\$438	\$392
Nashville TN	7 or More Years	12	\$219	\$245	\$345	\$282	\$266	\$262
New Orleans LA	3 to Fewer Than 7 Years	12	\$232	\$243	\$265	\$261	\$242	\$245
	7 or More Years	18	\$243	\$312	\$343	\$306	\$318	\$294
New York NY	Fewer Than 3 Years	142	\$443	\$622	\$775	\$629	\$600	\$652

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	3 to Fewer Than 7 Years	260	\$425	\$668	\$995	\$724	\$684	\$622
	7 or More Years	453	\$439	\$713	\$1,015	\$740	\$727	\$703
Orlando FL	7 or More Years	12	\$266	\$335	\$390	\$323	\$324	\$311
Philadelphia PA	Fewer Than 3 Years	42	\$350	\$420	\$429	\$396	\$401	\$375
	3 to Fewer Than 7 Years	114	\$366	\$438	\$500	\$442	\$400	\$373
	7 or More Years	152	\$390	\$509	\$565	\$491	\$437	\$430
Phoenix AZ	7 or More Years	13	\$227	\$265	\$396	\$317	\$278	\$246
Pittsburgh PA	Fewer Than 3 Years	12	\$323	\$420	\$475	\$400	\$379	
	3 to Fewer Than 7 Years	42	\$270	\$407	\$523	\$407	\$376	\$340
	7 or More Years	28	\$340	\$425	\$535	\$434	\$402	\$370
Portland OR	3 to Fewer Than 7 Years	42	\$348	\$390	\$428	\$390	\$340	\$303
	7 or More Years	52	\$420	\$490	\$537	\$473	\$408	\$395
San Diego CA	3 to Fewer Than 7 Years	17	\$268	\$325	\$380	\$347	\$398	\$347
	7 or More Years	27	\$311	\$380	\$421	\$431	\$465	\$389

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
San Francisco CA	Fewer Than 3 Years	18	\$486	\$510	\$597	\$537	\$455	\$497
	3 to Fewer Than 7 Years	33	\$334	\$509	\$702	\$546	\$528	\$465
	7 or More Years	59	\$328	\$465	\$717	\$545	\$536	\$504
San Jose CA	7 or More Years	14	\$406	\$497	\$605	\$596	\$706	\$630
Seattle WA	3 to Fewer Than 7 Years	31	\$290	\$321	\$339	\$329	\$304	\$285
	7 or More Years	41	\$348	\$429	\$473	\$427	\$400	\$377
St. Louis MO	7 or More Years	13	\$200	\$225	\$275	\$260	\$262	\$259
Washington DC	Fewer Than 3 Years	73	\$400	\$506	\$610	\$509	\$425	\$532
	3 to Fewer Than 7 Years	183	\$455	\$580	\$698	\$599	\$535	\$495
	7 or More Years	206	\$547	\$695	\$870	\$731	\$683	\$634

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Albany NY	21 or More Years	14	\$305	\$305	\$325	\$341	\$377	\$376
Atlanta GA	Fewer Than 21 Years	83	\$440	\$579	\$780	\$616	\$558	\$565
	21 or More Years	124	\$473	\$625	\$895	\$680	\$624	\$602
Austin TX	Fewer Than 21 Years	22	\$423	\$495	\$772	\$620	\$585	\$543
	21 or More Years	39	\$450	\$550	\$858	\$624	\$568	\$532
Baltimore MD	Fewer Than 21 Years	31	\$373	\$509	\$762	\$583	\$547	\$531
	21 or More Years	72	\$509	\$625	\$710	\$642	\$669	\$618
Birmingham AL	Fewer Than 21 Years	36	\$310	\$353	\$409	\$362	\$364	\$359
	21 or More Years	32	\$375	\$480	\$553	\$470	\$455	\$439
Boston MA	Fewer Than 21 Years	74	\$475	\$650	\$868	\$686	\$708	\$644
	21 or More Years	131	\$415	\$719	\$909	\$735	\$724	\$654
Bridgeport CT	21 or More Years	19	\$375	\$537	\$600	\$499	\$487	\$441
Buffalo NY	Fewer Than 21 Years	20	\$329	\$343	\$352	\$331	\$326	\$333
	21 or More Years	15	\$319	\$340	\$380	\$358	\$352	\$356

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Charleston WV	21 or More Years	24	\$268	\$300	\$325	\$301	\$302	\$307
	Fewer Than 21 Years	43	\$507	\$596	\$679	\$626	\$596	\$553
Charlotte NC	21 or More Years	42	\$575	\$701	\$930	\$774	\$775	\$710
	Fewer Than 21 Years	183	\$532	\$768	\$1,057	\$812	\$783	\$772
Chicago IL	21 or More Years	335	\$575	\$810	\$1,168	\$889	\$879	\$850
	Fewer Than 21 Years	18	\$403	\$485	\$538	\$479	\$404	\$425
Cincinnati OH	21 or More Years	29	\$425	\$490	\$575	\$498	\$492	\$472
	Fewer Than 21 Years	68	\$393	\$435	\$550	\$501	\$478	\$460
Cleveland OH	21 or More Years	116	\$456	\$527	\$740	\$613	\$580	\$573
	Fewer Than 21 Years	18	\$388	\$446	\$550	\$463	\$423	\$399
Columbia SC	21 or More Years	26	\$418	\$495	\$627	\$520	\$494	\$470
	Fewer Than 21 Years	53	\$401	\$525	\$643	\$569	\$550	\$542
Columbus OH	21 or More Years	72	\$525	\$683	\$993	\$757	\$830	\$769
	Fewer Than 21 Years	47	\$426	\$490	\$543	\$499	\$494	\$460
Dallas TX	21 or More Years							
	Fewer Than 21 Years							
Denver CO	21 or More Years							
	Fewer Than 21 Years							

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Denver CO	21 or More Years	75	\$452	\$582	\$700	\$607	\$583	\$541
	Fewer Than 21 Years	18	\$250	\$378	\$440	\$360	\$377	\$337
Detroit MI	21 or More Years	47	\$297	\$340	\$455	\$369	\$390	\$360
	Fewer Than 21 Years	11	\$358	\$375	\$385	\$373	\$354	\$378
Greenville SC	21 or More Years	18	\$389	\$441	\$531	\$458	\$462	\$452
	Fewer Than 21 Years	16	\$360	\$475	\$519	\$452	\$397	\$425
Hartford CT	21 or More Years	27	\$385	\$525	\$730	\$565	\$555	\$536
	Fewer Than 21 Years	15	\$287	\$300	\$361	\$333	\$375	\$369
Honolulu HI	21 or More Years	51	\$475	\$715	\$915	\$745	\$691	\$734
	Fewer Than 21 Years	59	\$501	\$854	\$1,060	\$850	\$794	\$785
Houston TX	21 or More Years	37	\$346	\$448	\$649	\$477	\$470	\$452
	Fewer Than 21 Years	22	\$270	\$405	\$450	\$384	\$383	\$399
Indianapolis IN	21 or More Years	15	\$296	\$333	\$382	\$338	\$355	\$329
	Fewer Than 21 Years	22	\$295	\$360	\$485	\$401	\$399	\$370
Jackson MS	21 or More Years	15	\$296	\$333	\$382	\$338	\$355	\$329
	Fewer Than 21 Years	22	\$295	\$360	\$485	\$401	\$399	\$370

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Kansas City MO	Fewer Than 21 Years	46	\$400	\$450	\$537	\$473	\$411	\$397
	21 or More Years	68	\$440	\$553	\$658	\$539	\$497	\$491
Las Vegas NV	Fewer Than 21 Years	12	\$284	\$381	\$495	\$389	\$349	\$343
	21 or More Years	13	\$350	\$425	\$515	\$468	\$456	\$472
Los Angeles CA	Fewer Than 21 Years	183	\$533	\$801	\$1,075	\$804	\$797	\$682
	21 or More Years	333	\$550	\$765	\$1,133	\$863	\$842	\$808
Memphis TN	Fewer Than 21 Years	14	\$288	\$331	\$380	\$345	\$317	\$328
	21 or More Years	15	\$355	\$415	\$425	\$394	\$382	\$375
Miami FL	Fewer Than 21 Years	57	\$370	\$450	\$598	\$490	\$498	\$443
	21 or More Years	104	\$388	\$581	\$749	\$584	\$580	\$536
Milwaukee WI	21 or More Years	16	\$302	\$454	\$613	\$589	\$515	\$530
Minneapolis MN	Fewer Than 21 Years	36	\$470	\$530	\$607	\$532	\$486	\$499
	21 or More Years	84	\$507	\$675	\$796	\$656	\$620	\$589
Nashville TN	Fewer Than 21 Years	28	\$375	\$405	\$535	\$449	\$405	\$397

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Nashville TN	21 or More Years	44	\$425	\$475	\$553	\$498	\$489	\$469
	Fewer Than 21 Years	22	\$313	\$329	\$347	\$341	\$322	\$346
New Orleans LA	21 or More Years	39	\$309	\$360	\$438	\$407	\$365	\$382
	Fewer Than 21 Years	420	\$641	\$1,021	\$1,460	\$1,058	\$1,028	\$979
New York NY	21 or More Years	919	\$637	\$1,070	\$1,560	\$1,091	\$1,060	\$995
	Fewer Than 21 Years	15	\$220	\$343	\$390	\$326	\$328	\$313
Oklahoma City OK	21 or More Years	12	\$255	\$273	\$345	\$293	\$295	\$307
	Fewer Than 21 Years	19	\$341	\$390	\$420	\$379	\$383	\$363
Omaha NE	21 or More Years	25	\$411	\$470	\$475	\$438	\$453	\$428
	Fewer Than 21 Years	15	\$396	\$404	\$453	\$432	\$502	\$450
Orlando FL	21 or More Years	163	\$453	\$600	\$739	\$618	\$599	\$561
	Fewer Than 21 Years	287	\$525	\$715	\$900	\$738	\$708	\$697
Philadelphia PA	21 or More Years	22	\$302	\$426	\$467	\$412	\$381	\$378
	Fewer Than 21 Years	60	\$375	\$468	\$584	\$499	\$481	\$425
Phoenix AZ	21 or More Years							
	Fewer Than 21 Years							

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
Pittsburgh PA	Fewer Than 21 Years	41	\$420	\$605	\$754	\$598	\$572	\$490
	21 or More Years	76	\$428	\$564	\$756	\$603	\$611	\$565
Portland ME	Fewer Than 21 Years	12	\$308	\$340	\$416	\$347	\$351	\$347
	21 or More Years	19	\$218	\$385	\$450	\$358	\$385	\$346
Portland OR	Fewer Than 21 Years	33	\$400	\$465	\$639	\$522	\$471	\$418
	21 or More Years	35	\$450	\$502	\$653	\$533	\$516	\$485
Raleigh NC	Fewer Than 21 Years	15	\$281	\$366	\$467	\$393	\$414	\$430
	21 or More Years	24	\$275	\$425	\$595	\$454	\$487	\$468
Richmond VA	Fewer Than 21 Years	25	\$585	\$723	\$775	\$682	\$652	\$626
	21 or More Years	30	\$425	\$680	\$976	\$713	\$629	\$625
Salt Lake City UT	Fewer Than 21 Years	19	\$293	\$368	\$430	\$364	\$334	\$349
	21 or More Years	24	\$314	\$425	\$515	\$424	\$392	\$375
San Diego CA	Fewer Than 21 Years	23	\$380	\$425	\$680	\$563	\$608	\$531
	21 or More Years	58	\$447	\$707	\$1,212	\$822	\$739	\$654

Section I: High-Level Data Cuts

Cities

By Years of Experience

2022 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
San Francisco CA	Fewer Than 21 Years	89	\$481	\$750	\$987	\$768	\$715	\$692
	21 or More Years	149	\$523	\$755	\$994	\$784	\$768	\$764
San Jose CA	Fewer Than 21 Years	13	\$661	\$945	\$1,382	\$1,016	\$970	\$851
	21 or More Years	51	\$665	\$864	\$1,251	\$963	\$982	\$910
Seattle WA	Fewer Than 21 Years	63	\$400	\$500	\$668	\$542	\$476	\$448
	21 or More Years	81	\$495	\$600	\$760	\$625	\$575	\$564
St. Louis MO	Fewer Than 21 Years	30	\$363	\$402	\$461	\$416	\$431	\$427
	21 or More Years	55	\$300	\$429	\$544	\$441	\$431	\$455
Tampa FL	Fewer Than 21 Years	22	\$312	\$372	\$510	\$409	\$402	\$376
	21 or More Years	37	\$375	\$498	\$570	\$495	\$514	\$486
Trenton NJ	21 or More Years	15	\$419	\$553	\$700	\$573	\$642	\$617
Washington DC	Fewer Than 21 Years	364	\$650	\$856	\$980	\$850	\$818	\$780
	21 or More Years	673	\$675	\$890	\$1,096	\$920	\$899	\$870
Wheeling WV	Fewer Than 21 Years	12	\$737	\$762	\$774	\$723	\$720	\$528

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Albany NY	Partner	19	\$288	\$305	\$325	\$325	\$353	\$359
	Associate	19	\$230	\$240	\$250	\$250	\$236	\$236
Atlanta GA	Partner	294	\$450	\$616	\$842	\$659	\$615	\$605
	Associate	297	\$325	\$414	\$579	\$459	\$426	\$404
Austin TX	Partner	90	\$420	\$495	\$709	\$572	\$548	\$527
	Associate	65	\$317	\$406	\$630	\$465	\$407	\$411
Baltimore MD	Partner	140	\$395	\$600	\$774	\$621	\$631	\$612
	Associate	140	\$303	\$412	\$582	\$462	\$476	\$451
Baton Rouge LA	Partner	13	\$295	\$335	\$436	\$372	\$365	\$367
Birmingham AL	Partner	87	\$325	\$393	\$480	\$405	\$396	\$389
	Associate	82	\$264	\$300	\$325	\$298	\$295	\$301
Boise City ID	Partner	13	\$242	\$295	\$311	\$310	\$319	\$295
Boston MA	Partner	257	\$450	\$695	\$903	\$725	\$713	\$663
	Associate	258	\$357	\$500	\$661	\$534	\$523	\$476

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bridgeport CT	Partner	29	\$375	\$515	\$589	\$491	\$479	\$432
	Associate	14	\$246	\$295	\$350	\$302	\$270	\$265
Buffalo NY	Partner	41	\$325	\$341	\$360	\$344	\$336	\$343
	Associate	27	\$211	\$250	\$265	\$245	\$238	\$246
Burlington VT	Partner	13	\$210	\$265	\$300	\$279	\$258	\$268
Charleston SC	Partner	13	\$283	\$300	\$442	\$352	\$358	\$340
Charleston WV	Partner	34	\$250	\$300	\$325	\$295	\$291	\$300
Charlotte NC	Partner	103	\$549	\$639	\$772	\$693	\$668	\$639
	Associate	105	\$320	\$365	\$472	\$432	\$435	\$403
Chicago IL	Partner	762	\$600	\$829	\$1,135	\$877	\$865	\$820
	Associate	664	\$400	\$540	\$722	\$568	\$584	\$546
Cincinnati OH	Partner	58	\$395	\$474	\$564	\$475	\$463	\$451
	Associate	72	\$260	\$305	\$350	\$309	\$296	\$276
Cleveland OH	Partner	212	\$397	\$500	\$638	\$559	\$536	\$531

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Cleveland OH	Associate	184	\$255	\$295	\$380	\$330	\$322	\$303
	Partner	41	\$350	\$410	\$510	\$426	\$401	\$383
Columbia SC	Associate	32	\$250	\$315	\$345	\$305	\$273	\$256
	Partner	49	\$400	\$471	\$590	\$493	\$492	\$486
Columbus OH	Associate	33	\$255	\$290	\$350	\$310	\$297	\$276
	Partner	196	\$420	\$565	\$918	\$667	\$676	\$658
Dallas TX	Associate	186	\$303	\$493	\$690	\$512	\$497	\$494
	Partner	15	\$353	\$385	\$423	\$396	\$403	\$414
Dayton OH	Associate	112	\$285	\$356	\$425	\$370	\$344	\$324
	Partner	146	\$445	\$521	\$626	\$558	\$535	\$496
Denver CO	Associate	49	\$215	\$253	\$301	\$266	\$271	\$266
	Partner	83	\$297	\$350	\$443	\$367	\$383	\$366
Detroit MI	Associate	19	\$265	\$295	\$346	\$311	\$314	\$312
	Partner	38	\$375	\$420	\$488	\$428	\$428	\$425
Greenville SC	Associate	19	\$265	\$295	\$346	\$311	\$314	\$312
	Partner	38	\$375	\$420	\$488	\$428	\$428	\$425

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Hartford CT	Partner	47	\$356	\$506	\$599	\$518	\$500	\$497
	Associate	33	\$274	\$319	\$350	\$316	\$300	\$301
Honolulu HI	Partner	23	\$275	\$300	\$360	\$324	\$354	\$350
	Associate	15	\$189	\$200	\$206	\$205	\$205	\$198
Houston TX	Partner	153	\$440	\$750	\$1,025	\$783	\$736	\$732
	Associate	188	\$315	\$425	\$610	\$473	\$444	\$416
Indianapolis IN	Partner	71	\$328	\$421	\$523	\$436	\$433	\$436
	Associate	41	\$250	\$271	\$342	\$296	\$272	\$268
Jackson MS	Partner	83	\$300	\$323	\$404	\$358	\$382	\$370
	Associate	69	\$55	\$225	\$250	\$171	\$174	\$187
Jacksonville FL	Partner	22	\$280	\$300	\$483	\$372	\$456	\$387
Kansas City MO	Partner	159	\$411	\$470	\$575	\$499	\$472	\$457
	Associate	114	\$250	\$325	\$385	\$321	\$314	\$294
Las Vegas NV	Partner	31	\$300	\$406	\$511	\$425	\$435	\$426

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Las Vegas NV	Associate	15	\$250	\$308	\$361	\$314	\$313	\$283
	Partner	16	\$215	\$250	\$311	\$271	\$260	\$287
Little Rock AR	Associate	17	\$150	\$150	\$185	\$173	\$171	\$188
	Partner	743	\$550	\$825	\$1,140	\$863	\$844	\$796
Los Angeles CA	Associate	1007	\$429	\$610	\$847	\$649	\$676	\$618
	Partner	22	\$265	\$325	\$360	\$326	\$343	\$339
Louisville KY	Associate	20	\$196	\$248	\$271	\$240	\$232	\$232
	Partner	11	\$378	\$425	\$535	\$447	\$426	\$437
Madison WI	Associate	156	\$271	\$387	\$476	\$393	\$379	\$372
	Partner	30	\$290	\$359	\$425	\$365	\$349	\$354
Memphis TN	Associate	156	\$271	\$387	\$476	\$393	\$379	\$372
	Partner	214	\$364	\$528	\$688	\$542	\$535	\$504
Miami FL	Associate	156	\$271	\$387	\$476	\$393	\$379	\$372
	Partner	36	\$290	\$375	\$464	\$448	\$449	\$448
Milwaukee WI	Associate	23	\$265	\$290	\$361	\$312	\$310	\$300
	Partner	168	\$454	\$626	\$728	\$611	\$576	\$543
Minneapolis MN	Associate	156	\$271	\$387	\$476	\$393	\$379	\$372
	Partner	23	\$265	\$290	\$361	\$312	\$310	\$300

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Minneapolis MN	Associate	135	\$344	\$435	\$526	\$433	\$398	\$371
	Partner	101	\$380	\$470	\$558	\$478	\$462	\$454
Nashville TN	Associate	69	\$250	\$323	\$380	\$327	\$299	\$273
	Partner	11	\$308	\$438	\$533	\$431	\$428	\$449
New Haven CT	Associate	59	\$237	\$250	\$337	\$277	\$293	\$270
	Partner	75	\$295	\$334	\$412	\$373	\$351	\$362
New Orleans LA	Associate	2292	\$460	\$713	\$980	\$731	\$707	\$664
	Partner	1791	\$625	\$1,050	\$1,538	\$1,076	\$1,043	\$990
New York NY	Associate	12	\$200	\$219	\$268	\$242	\$208	\$208
	Partner	23	\$220	\$313	\$365	\$311	\$309	\$299
Oklahoma City OK	Associate	13	\$192	\$215	\$270	\$240	\$237	\$233
	Partner	40	\$297	\$355	\$411	\$349	\$352	\$344
Omaha NE	Associate	44	\$249	\$293	\$390	\$318	\$312	\$290
	Partner	61	\$400	\$460	\$475	\$455	\$477	\$454
Orlando FL	Associate	44	\$249	\$293	\$390	\$318	\$312	\$290
	Partner	61	\$400	\$460	\$475	\$455	\$477	\$454

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Philadelphia PA	Partner	605	\$509	\$695	\$884	\$716	\$686	\$670
	Associate	583	\$369	\$433	\$530	\$465	\$429	\$409
Phoenix AZ	Partner	105	\$330	\$427	\$561	\$466	\$435	\$400
	Associate	60	\$225	\$280	\$342	\$299	\$273	\$249
Pittsburgh PA	Partner	167	\$435	\$605	\$804	\$619	\$623	\$567
	Associate	165	\$320	\$415	\$520	\$423	\$397	\$373
Portland ME	Partner	43	\$250	\$385	\$450	\$398	\$409	\$386
	Associate	22	\$180	\$200	\$250	\$219	\$252	\$244
Portland OR	Partner	73	\$400	\$498	\$640	\$517	\$489	\$457
	Associate	109	\$362	\$423	\$503	\$430	\$383	\$357
Raleigh NC	Partner	47	\$275	\$395	\$539	\$431	\$453	\$437
	Associate	24	\$213	\$275	\$303	\$272	\$329	\$342
Richmond VA	Partner	81	\$490	\$695	\$810	\$686	\$639	\$634
	Associate	78	\$355	\$450	\$557	\$474	\$447	\$420

Section I: High-Level Data Cuts

Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Rochester NY	Partner	14	\$261	\$360	\$425	\$369	\$325	\$389
	Associate	18	\$221	\$278	\$365	\$298	\$267	\$274
Sacramento CA	Partner	17	\$375	\$430	\$659	\$503	\$478	\$436
	Associate	13	\$263	\$350	\$375	\$320	\$341	\$333
Salt Lake City UT	Partner	53	\$290	\$370	\$449	\$384	\$355	\$361
	Associate	24	\$220	\$240	\$270	\$252	\$244	\$227
San Antonio TX	Partner	12	\$406	\$440	\$450	\$436	\$499	\$422
San Diego CA	Partner	107	\$316	\$457	\$996	\$643	\$637	\$569
	Associate	90	\$225	\$300	\$380	\$340	\$342	\$306
San Francisco CA	Partner	320	\$440	\$718	\$979	\$751	\$732	\$721
	Associate	239	\$334	\$458	\$706	\$537	\$544	\$494
San Jose CA	Partner	72	\$658	\$878	\$1,209	\$949	\$956	\$880
	Associate	61	\$401	\$505	\$749	\$613	\$621	\$544
Seattle WA	Partner	194	\$443	\$548	\$760	\$592	\$554	\$535

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Cities

By Matter Type

2022 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Seattle WA	Associate	158	\$322	\$405	\$530	\$431	\$422	\$384
	Partner	92	\$337	\$396	\$485	\$421	\$419	\$440
St. Louis MO	Associate	22	\$200	\$250	\$280	\$251	\$253	\$251
	Partner	11	\$345	\$515	\$678	\$531	\$486	\$487
Tallahassee FL	Associate	27	\$250	\$290	\$325	\$302	\$304	\$298
	Partner	69	\$345	\$411	\$560	\$462	\$475	\$453
Trenton NJ	Associate	15	\$393	\$495	\$530	\$445	\$383	\$372
	Partner	28	\$412	\$543	\$685	\$555	\$599	\$572
Washington DC	Associate	1177	\$469	\$630	\$730	\$631	\$604	\$566
	Partner	1316	\$665	\$888	\$1,080	\$905	\$881	\$850
Wheeling WV	Associate	101	\$392	\$518	\$654	\$514	\$487	\$519
	Partner	37	\$771	\$837	\$917	\$835	\$770	\$778

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bankruptcy and Collections	Litigation	Partner	231	\$325	\$425	\$604	\$495	\$489	\$468
		Associate	156	\$255	\$310	\$395	\$352	\$366	\$362
		Paralegal	105	\$160	\$200	\$255	\$212	\$196	\$198
	Non-Litigation	Partner	223	\$340	\$410	\$548	\$484	\$525	\$567
		Associate	122	\$254	\$345	\$420	\$374	\$448	\$457
		Paralegal	99	\$140	\$194	\$235	\$200	\$195	\$216
	Litigation	Partner	845	\$450	\$649	\$949	\$740	\$686	\$657
		Associate	798	\$328	\$444	\$650	\$520	\$484	\$447
		Paralegal	387	\$186	\$265	\$345	\$274	\$259	\$251
Commercial	Non-Litigation	Partner	508	\$513	\$690	\$973	\$776	\$780	\$786
		Associate	349	\$353	\$464	\$629	\$534	\$550	\$555
		Paralegal	110	\$200	\$272	\$356	\$284	\$274	\$282
	Litigation	Partner	24	\$887	\$1,068	\$1,321	\$1,060	\$926	\$795
		Associate							
		Paralegal							
	Non-Litigation	Partner							
		Associate							
		Paralegal							
Corporate: Antitrust and Competition	Litigation	Partner							
		Associate							
		Paralegal							

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Antitrust and Competition	Litigation	Paralegal	35	\$311	\$360	\$419	\$370	\$317	\$279
		Partner	43	\$888	\$1,208	\$1,444	\$1,182	\$1,082	\$1,050
		Associate	62	\$583	\$703	\$912	\$713	\$665	\$651
Corporate: Governance	Non-Litigation	Partner	144	\$858	\$1,062	\$1,462	\$1,128	\$1,075	\$1,066
		Associate	133	\$538	\$710	\$883	\$719	\$690	\$667
		Paralegal	40	\$277	\$325	\$375	\$310	\$307	\$281
Corporate: Information and Technology	Non-Litigation	Partner	31	\$551	\$755	\$965	\$818	\$768	\$771
		Associate	29	\$360	\$462	\$578	\$496	\$452	\$502
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	364	\$651	\$923	\$1,379	\$1,029	\$931	\$948
		Associate	430	\$486	\$695	\$955	\$736	\$630	\$619
		Paralegal	118	\$302	\$390	\$468	\$379	\$331	\$303
Corporate: Other	Litigation	Partner	883	\$520	\$725	\$950	\$774	\$757	\$715
		Associate	743	\$375	\$520	\$687	\$540	\$517	\$487

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Other	Litigation	Paralegal	324	\$190	\$265	\$336	\$261	\$263	\$241
		Partner	1,641	\$539	\$875	\$1,212	\$916	\$854	\$832
	Non-Litigation	Associate	1,450	\$430	\$622	\$800	\$649	\$612	\$585
		Paralegal	501	\$200	\$300	\$410	\$307	\$283	\$260
Corporate: Partnerships and Joint Ventures	Non-Litigation	Partner	68	\$986	\$1,424	\$1,740	\$1,277	\$1,207	\$1,175
		Associate	95	\$734	\$977	\$1,180	\$943	\$895	\$778
Corporate: Regulatory and Compliance	Litigation	Partner	233	\$650	\$835	\$1,017	\$869	\$860	\$814
		Associate	219	\$430	\$541	\$723	\$580	\$588	\$558
		Paralegal	88	\$214	\$275	\$353	\$292	\$281	\$270
	Non-Litigation	Partner	794	\$535	\$726	\$965	\$785	\$755	\$745
		Associate	696	\$400	\$533	\$695	\$567	\$534	\$518
		Paralegal	174	\$184	\$221	\$300	\$246	\$241	\$242
	Litigation	Paralegal	14	\$153	\$175	\$190	\$192	\$187	\$160
		Partner							

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Tax	Non-Litigation	Partner	266	\$641	\$905	\$1,165	\$943	\$939	\$914
		Associate	190	\$499	\$659	\$877	\$699	\$660	\$607
		Paralegal	44	\$210	\$277	\$362	\$292	\$302	\$310
Corporate: Treasury	Non-Litigation	Partner	35	\$800	\$935	\$1,019	\$968	\$900	\$997
		Associate	33	\$399	\$502	\$698	\$590	\$515	\$487
Employment and Labor: ADA	Litigation	Partner	11	\$446	\$502	\$634	\$532	\$513	\$486
		Associate	21	\$340	\$372	\$415	\$380	\$361	\$347
Employment and Labor: Agreements	Litigation	Partner	34	\$436	\$711	\$874	\$721	\$677	\$680
		Associate	18	\$347	\$475	\$654	\$507	\$497	\$530
	Non-Litigation	Associate	41	\$266	\$350	\$420	\$359	\$352	\$383
		Paralegal	15	\$158	\$180	\$186	\$179	\$192	\$186
	Litigation	Partner	26	\$427	\$554	\$667	\$612	\$605	\$606
		Associate	15	\$292	\$385	\$547	\$453	\$427	\$422

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Employment and Labor: Immigration	Non-Litigation	Partner	50	\$496	\$617	\$748	\$638	\$601	\$582
		Associate	45	\$315	\$455	\$567	\$462	\$401	\$382
		Paralegal	25	\$153	\$200	\$218	\$183	\$179	\$197
Employment and Labor: Other	Litigation	Partner	277	\$500	\$685	\$873	\$710	\$681	\$619
		Associate	247	\$334	\$428	\$575	\$461	\$470	\$442
		Paralegal	83	\$180	\$234	\$290	\$229	\$226	\$217
	Non-Litigation	Partner	702	\$425	\$504	\$690	\$592	\$569	\$591
		Associate	483	\$315	\$375	\$473	\$417	\$408	\$408
		Paralegal	158	\$150	\$205	\$277	\$223	\$237	\$236
	Non-Litigation	Partner	111	\$470	\$525	\$653	\$591	\$593	\$550
		Associate	56	\$318	\$350	\$428	\$376	\$416	\$395
	Litigation	Partner	44	\$440	\$490	\$668	\$551	\$514	\$505
		Associate	39	\$310	\$363	\$485	\$413	\$383	\$348

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Employment and Labor: Wages, Tips and Overtime	Litigation	Paralegal	14	\$144	\$193	\$300	\$222	\$197	\$174
	Non-Litigation	Associate	15	\$294	\$325	\$350	\$322	\$340	\$359
Employment and Labor: Wrongful Termination	Litigation	Partner	20	\$327	\$603	\$705	\$553	\$518	\$555
		Paralegal	11	\$120	\$150	\$240	\$183	\$216	\$191
	Non-Litigation	Associate	21	\$250	\$285	\$350	\$299	\$332	\$330
Environmental	Litigation	Partner	63	\$415	\$530	\$641	\$575	\$519	\$522
		Associate	56	\$340	\$400	\$558	\$473	\$381	\$372
		Paralegal	11	\$182	\$200	\$300	\$239	\$232	\$237
	Non-Litigation	Partner	88	\$450	\$532	\$751	\$657	\$627	\$588
		Associate	46	\$345	\$444	\$605	\$484	\$511	\$435
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	108	\$690	\$973	\$1,600	\$1,105	\$966	\$972
		Associate	92	\$442	\$689	\$1,140	\$754	\$614	\$590
		Paralegal	36	\$258	\$366	\$410	\$349	\$282	\$287

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Finance and Securities: Fiduciary Services	Litigation	Associate	22	\$383	\$472	\$565	\$471	\$418	\$384
		Paralegal	14	\$197	\$246	\$295	\$247	\$234	\$207
	Non-Litigation	Partner	44	\$454	\$540	\$912	\$694	\$687	\$675
		Associate	21	\$290	\$350	\$390	\$394	\$410	\$391
Finance and Securities: Investments and Other Financial Instruments	Litigation	Partner	30	\$787	\$962	\$1,211	\$941	\$881	\$1,002
		Associate	35	\$541	\$640	\$769	\$678	\$559	\$568
		Paralegal	28	\$236	\$253	\$313	\$280	\$269	\$256
	Non-Litigation	Partner	688	\$737	\$1,020	\$1,354	\$1,060	\$1,091	\$1,001
		Associate	753	\$501	\$690	\$908	\$725	\$767	\$700
		Paralegal	224	\$218	\$292	\$388	\$309	\$325	\$285
Finance and Securities: Loans and Financing	Litigation	Partner	67	\$415	\$541	\$711	\$664	\$633	\$546
		Associate	71	\$265	\$315	\$479	\$411	\$402	\$367
		Paralegal	36	\$170	\$230	\$250	\$223	\$225	\$208

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Finance and Securities: Loans and Financing	Non-Litigation	Partner	1,006	\$575	\$866	\$1,327	\$961	\$959	\$896
		Associate	968	\$435	\$640	\$905	\$685	\$693	\$629
		Paralegal	424	\$207	\$295	\$399	\$304	\$316	\$292
Finance and Securities: Other	Non-Litigation	Partner	16	\$672	\$909	\$1,513	\$1,028	\$999	\$1,051
Finance and Securities: SEC Filings and Financial Reporting	Non-Litigation	Partner	65	\$761	\$1,183	\$1,691	\$1,175	\$1,200	\$1,048
		Associate	55	\$667	\$897	\$1,179	\$901	\$805	\$679
		Paralegal	21	\$360	\$475	\$475	\$427	\$380	\$333
Finance and Securities: Securities and Banking Regulations	Non-Litigation	Partner	41	\$850	\$1,229	\$1,425	\$1,124	\$1,009	\$1,036
		Associate	15	\$535	\$680	\$929	\$689	\$634	\$619
General Liability: Asbestos/Mesothelioma	Litigation	Partner	98	\$225	\$275	\$321	\$319	\$330	\$362
		Associate	60	\$195	\$250	\$275	\$253	\$253	\$256
		Paralegal	84	\$100	\$115	\$127	\$126	\$128	\$129
	Non-Litigation	Partner	37	\$260	\$325	\$385	\$441	\$397	\$338

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
General Liability: Asbestos/Mesothelioma	Non-Litigation	Paralegal	25	\$100	\$115	\$146	\$144	\$140	\$117
General Liability: Auto and Transportation	Litigation	Partner	21	\$165	\$315	\$375	\$305	\$234	\$262
		Paralegal	16	\$90	\$148	\$210	\$149	\$117	\$119
General Liability: Consumer Related Claims	Litigation	Partner	61	\$300	\$536	\$702	\$543	\$545	\$468
		Associate	41	\$323	\$392	\$455	\$402	\$424	\$360
		Paralegal	23	\$125	\$140	\$223	\$181	\$189	\$161
General Liability: Crime, Dishonesty and Fraud	Litigation	Partner	18	\$506	\$525	\$599	\$558	\$544	\$509
		Associate	11	\$379	\$463	\$575	\$468	\$424	\$355
		Paralegal	12	\$200	\$220	\$250	\$246	\$248	\$196
General Liability: Other	Litigation	Partner	122	\$275	\$691	\$950	\$687	\$676	\$606
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	225	\$195	\$250	\$415	\$377	\$350	\$330
		Associate	161	\$173	\$200	\$275	\$273	\$276	\$246
		Paralegal	170	\$90	\$108	\$135	\$129	\$130	\$120

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
General Liability: Premises	Litigation	Partner	56	\$294	\$404	\$518	\$436	\$424	\$387
		Associate	44	\$233	\$270	\$325	\$299	\$283	\$278
		Paralegal	30	\$125	\$156	\$190	\$162	\$168	\$159
General Liability: Product and Product Liability	Litigation	Partner	246	\$315	\$400	\$580	\$457	\$481	\$463
		Associate	199	\$243	\$305	\$407	\$341	\$336	\$324
		Paralegal	198	\$125	\$135	\$196	\$167	\$169	\$163
General Liability: Property Damage	Litigation	Partner	50	\$371	\$468	\$600	\$496	\$493	\$475
		Associate	44	\$285	\$314	\$388	\$342	\$344	\$335
		Paralegal	15	\$128	\$160	\$193	\$174	\$180	\$193
General Liability: Toxic Tort	Litigation	Partner	25	\$285	\$332	\$553	\$502	\$420	\$439
		Associate	23	\$225	\$225	\$450	\$359	\$324	\$348
		Paralegal	16	\$100	\$108	\$158	\$152	\$162	\$179
Government Relations	Non-Litigation	Partner	53	\$760	\$891	\$1,088	\$951	\$773	\$818

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Government Relations	Non-Litigation	Associate	68	\$491	\$646	\$755	\$601	\$530	\$579
Insurance Defense: Asbestos/Mesothelioma	Litigation	Partner	24	\$175	\$175	\$180	\$186	\$194	\$209
Insurance Defense: Auto and Transportation	Litigation	Partner	1,169	\$165	\$180	\$205	\$223	\$219	\$226
		Associate	889	\$145	\$162	\$180	\$165	\$164	\$158
		Paralegal	830	\$85	\$95	\$100	\$92	\$91	\$88
Insurance Defense: Consumer Related Claims	Litigation	Partner	53	\$177	\$225	\$350	\$312	\$312	\$397
Insurance Defense: Insurer Work Comp	Litigation	Partner	262	\$155	\$165	\$185	\$182	\$192	\$200
		Associate	204	\$145	\$154	\$160	\$154	\$153	\$154
		Paralegal	207	\$80	\$95	\$103	\$97	\$95	\$93
Insurance Defense: Marine	Litigation	Paralegal	11	\$73	\$75	\$100	\$88	\$83	\$90
Insurance Defense: Other	Litigation	Partner	1,696	\$175	\$198	\$245	\$241	\$243	\$230
		Associate	1,080	\$160	\$175	\$200	\$187	\$185	\$183
		Paralegal	891	\$90	\$95	\$105	\$100	\$97	\$96

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	198	\$160	\$180	\$200	\$191	\$186	\$189
		Associate	157	\$145	\$159	\$175	\$163	\$161	\$158
		Paralegal	97	\$80	\$85	\$90	\$84	\$82	\$82
Insurance Defense: Pollution	Litigation	Partner	120	\$190	\$220	\$250	\$255	\$242	\$233
		Associate	53	\$180	\$195	\$215	\$212	\$209	\$205
		Paralegal	45	\$90	\$95	\$100	\$104	\$98	\$103
Insurance Defense: Premises	Litigation	Partner	756	\$170	\$185	\$225	\$216	\$221	\$220
Insurance Defense: Product and Product Liability	Litigation	Partner	106	\$178	\$183	\$200	\$203	\$193	\$196
		Associate	71	\$155	\$170	\$185	\$189	\$172	\$172
		Paralegal	47	\$85	\$95	\$100	\$96	\$92	\$95
Insurance Defense: Professional Liability	Litigation	Partner	111	\$185	\$215	\$292	\$264	\$256	\$243
		Associate	55	\$173	\$190	\$293	\$223	\$226	\$205
		Paralegal	43	\$80	\$95	\$110	\$110	\$103	\$103

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Insurance Defense: Property Damage	Litigation	Partner	606	\$175	\$210	\$250	\$228	\$227	\$226
		Associate	495	\$160	\$182	\$220	\$194	\$189	\$184
		Paralegal	323	\$85	\$95	\$110	\$98	\$94	\$95
Insurance Policies and Coverage: Policy Coverage Dispute	Litigation	Partner	11	\$304	\$335	\$525	\$479	\$495	\$575
Intellectual Property: Licensing	Non-Litigation	Partner	23	\$893	\$1,026	\$1,272	\$1,083	\$1,111	\$990
Intellectual Property: Other	Non-Litigation	Partner	65	\$410	\$600	\$837	\$656	\$635	\$624
		Associate	41	\$365	\$425	\$600	\$480	\$429	\$397
		Paralegal	22	\$186	\$219	\$290	\$235	\$218	\$215
Intellectual Property: Patents	Litigation	Partner	258	\$631	\$875	\$1,049	\$865	\$801	\$771
		Associate	252	\$495	\$690	\$818	\$665	\$594	\$553
		Paralegal	147	\$245	\$305	\$350	\$304	\$277	\$265
	Non-Litigation	Partner	276	\$385	\$523	\$782	\$616	\$575	\$552
		Associate	295	\$271	\$379	\$614	\$459	\$422	\$404
		Paralegal							

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Intellectual Property: Patents	Non-Litigation	Paralegal	123	\$213	\$254	\$306	\$262	\$228	\$219
Intellectual Property: Trademarks	Litigation	Partner	19	\$612	\$763	\$965	\$782	\$673	\$610
		Associate	16	\$451	\$589	\$719	\$584	\$488	\$453
	Non-Litigation	Partner	115	\$450	\$573	\$725	\$608	\$620	\$629
		Associate	75	\$325	\$390	\$479	\$423	\$411	\$391
		Paralegal	75	\$210	\$238	\$321	\$258	\$254	\$241
Miscellaneous: Billing or Administrative Matter	Non-Litigation	Partner	76	\$904	\$1,005	\$1,187	\$1,059	\$1,080	\$969
		Associate	51	\$488	\$613	\$790	\$645	\$689	\$642
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	91	\$718	\$955	\$1,236	\$984	\$972	\$933
		Associate	45	\$401	\$490	\$699	\$590	\$641	\$609
		Paralegal	17	\$285	\$375	\$450	\$362	\$321	\$361
Real Estate: Construction/ Development	Litigation	Partner	21	\$465	\$695	\$760	\$645	\$576	\$509
		Associate	13	\$338	\$360	\$520	\$410	\$357	\$308

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Real Estate: Easement and Right of Way	Non-Litigation	Partner	17	\$350	\$395	\$505	\$449	\$434	\$506
		Associate	20	\$240	\$403	\$565	\$430	\$428	\$389
Real Estate: Land Use/Zoning/Restrictive Covenants	Non-Litigation	Partner	48	\$476	\$565	\$740	\$629	\$628	\$591
		Associate	20	\$240	\$403	\$565	\$430	\$428	\$389
Real Estate: Leasing	Litigation	Partner	36	\$250	\$380	\$600	\$446	\$501	\$344
		Associate	30	\$260	\$383	\$525	\$391	\$390	\$249
	Non-Litigation	Partner	106	\$395	\$536	\$726	\$574	\$555	\$537
		Associate	76	\$291	\$413	\$471	\$406	\$402	\$393
	Litigation	Partner	109	\$440	\$550	\$730	\$614	\$653	\$531
		Associate	91	\$333	\$401	\$503	\$437	\$443	\$431
Real Estate: Other	Litigation	Paralegal	53	\$190	\$260	\$325	\$252	\$242	\$222
		Associate	92	\$295	\$385	\$509	\$417	\$370	\$374
	Non-Litigation	Partner	139	\$385	\$530	\$729	\$571	\$512	\$532
		Associate	92	\$295	\$385	\$509	\$417	\$370	\$374
	Litigation	Paralegal	42	\$168	\$215	\$254	\$217	\$218	\$200
		Associate	92	\$295	\$385	\$509	\$417	\$370	\$374

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Real Estate: Property/Land Acquisition or Divestiture	Non-Litigation	Partner	118	\$475	\$626	\$915	\$744	\$658	\$614
		Associate	87	\$379	\$520	\$608	\$557	\$514	\$420
		Paralegal	25	\$190	\$250	\$360	\$278	\$252	\$233
Real Estate: Titles	Litigation	Partner	223	\$295	\$325	\$400	\$354	\$344	\$328
		Associate	124	\$224	\$250	\$300	\$269	\$278	\$257
	Non-Litigation	Partner	758	\$260	\$306	\$400	\$350	\$341	\$324
		Associate	584	\$215	\$250	\$300	\$289	\$281	\$261
		Paralegal	446	\$105	\$135	\$165	\$150	\$144	\$142
	Requests for Information: Subpoena	Litigation	Partner	121	\$395	\$645	\$933	\$699	\$703
Associate			92	\$310	\$549	\$691	\$536	\$502	\$454
Paralegal			51	\$195	\$250	\$339	\$268	\$259	\$238

Section I: High-Level Data Cuts

Firm Size

By Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	664	\$265	\$345	\$450	\$388	\$376	\$356
		Associate	459	\$195	\$250	\$325	\$275	\$283	\$256
	Non-Litigation	Partner	952	\$295	\$399	\$525	\$424	\$420	\$405
		Associate	628	\$219	\$265	\$336	\$285	\$276	\$287
	Litigation	Partner	756	\$305	\$400	\$586	\$467	\$455	\$435
		Associate	476	\$225	\$281	\$385	\$323	\$313	\$293
51-200 Lawyers	Non-Litigation	Partner	1013	\$375	\$480	\$635	\$533	\$542	\$528
		Associate	611	\$250	\$325	\$425	\$362	\$361	\$342
	Litigation	Partner	822	\$425	\$555	\$719	\$604	\$573	\$558
		Associate	708	\$300	\$380	\$465	\$411	\$389	\$381
	Non-Litigation	Partner	1428	\$422	\$567	\$785	\$644	\$633	\$616
		Associate	1147	\$315	\$420	\$560	\$461	\$439	\$423
201-500 Lawyers	Litigation	Partner	1012	\$605	\$760	\$995	\$846	\$810	\$765
		Associate	1135	\$400	\$535	\$695	\$577	\$542	\$509
	Non-Litigation	Partner	1428	\$422	\$567	\$785	\$644	\$633	\$616
		Associate	1147	\$315	\$420	\$560	\$461	\$439	\$423
501-1,000 Lawyers	Litigation	Partner	1012	\$605	\$760	\$995	\$846	\$810	\$765
		Associate	1135	\$400	\$535	\$695	\$577	\$542	\$509
	Non-Litigation	Partner	1428	\$422	\$567	\$785	\$644	\$633	\$616
		Associate	1147	\$315	\$420	\$560	\$461	\$439	\$423

Section I: High-Level Data Cuts

Firm Size

By Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
501-1,000 Lawyers	Non-Litigation	Partner	1973	\$625	\$890	\$1,275	\$977	\$943	\$912
		Associate	2243	\$450	\$627	\$845	\$669	\$660	\$612
More Than 1,000 Lawyers	Litigation	Partner	707	\$715	\$895	\$1,148	\$955	\$919	\$891
		Associate	838	\$450	\$570	\$760	\$621	\$600	\$572
	Non-Litigation	Partner	1741	\$841	\$1,065	\$1,360	\$1,113	\$1,073	\$1,025
		Associate	2027	\$505	\$685	\$918	\$730	\$722	\$676

Section II: Industry Analysis

All data and analysis based on
data collected thru Q2 2022

Section II: Industry Analysis

All

By Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Basic Materials and Utilities	Litigation	Partner	323	\$283	\$395	\$590	\$454	\$445	\$439
		Associate	251	\$230	\$300	\$395	\$328	\$302	\$306
	Non-Litigation	Partner	399	\$472	\$658	\$1,089	\$848	\$816	\$753
		Associate	308	\$386	\$595	\$955	\$686	\$696	\$548
Consumer Goods	Litigation	Partner	226	\$305	\$366	\$510	\$466	\$453	\$439
		Associate	151	\$225	\$281	\$390	\$328	\$307	\$305
	Non-Litigation	Partner	316	\$460	\$617	\$814	\$652	\$629	\$616
		Associate	148	\$314	\$385	\$510	\$435	\$446	\$412
Consumer Services	Litigation	Partner	638	\$425	\$605	\$840	\$674	\$612	\$622
		Associate	636	\$335	\$440	\$599	\$506	\$454	\$435
	Non-Litigation	Partner	764	\$472	\$638	\$945	\$780	\$689	\$698
		Associate	757	\$388	\$530	\$734	\$608	\$514	\$495
Financials Excluding Insurance	Litigation	Partner	1,126	\$375	\$561	\$808	\$639	\$621	\$596
		Associate	982	\$272	\$389	\$569	\$442	\$439	\$414
	Non-Litigation	Partner	2,911	\$560	\$875	\$1,270	\$938	\$943	\$901
		Associate	2,764	\$419	\$610	\$875	\$666	\$677	\$638

Section II: Industry Analysis

All

By Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Health Care	Litigation	Partner	657	\$425	\$680	\$925	\$685	\$713	\$670
		Associate	598	\$373	\$500	\$670	\$506	\$519	\$476
	Non-Litigation	Partner	424	\$471	\$610	\$950	\$694	\$762	\$751
		Associate	360	\$319	\$468	\$676	\$491	\$553	\$527
	Litigation	Partner	214	\$498	\$700	\$1,095	\$808	\$691	\$595
		Associate	156	\$429	\$540	\$742	\$588	\$495	\$418
Industrials	Non-Litigation	Partner	712	\$435	\$628	\$1,031	\$776	\$705	\$670
		Associate	627	\$367	\$494	\$752	\$567	\$517	\$473
	Litigation	Partner	353	\$300	\$390	\$605	\$533	\$522	\$463
		Associate	242	\$250	\$316	\$665	\$448	\$445	\$394
	Non-Litigation	Partner	1,069	\$290	\$380	\$654	\$536	\$522	\$545
		Associate	807	\$229	\$283	\$475	\$394	\$396	\$392
Insurance	Litigation	Partner	601	\$550	\$704	\$987	\$782	\$735	\$689
		Associate	640	\$361	\$489	\$710	\$544	\$504	\$467
	Non-Litigation	Partner	1,309	\$510	\$710	\$975	\$774	\$743	\$725
		Associate	1,255	\$350	\$495	\$698	\$540	\$510	\$511
	Litigation	Partner	601	\$550	\$704	\$987	\$782	\$735	\$689
		Associate	640	\$361	\$489	\$710	\$544	\$504	\$467
Technology and Telecommunications	Non-Litigation	Partner	1,309	\$510	\$710	\$975	\$774	\$743	\$725
		Associate	1,255	\$350	\$495	\$698	\$540	\$510	\$511

Section II: Industry Analysis

All
By Role

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Basic Materials and Utilities	Partner	682	\$365	\$550	\$836	\$678	\$654	\$599
	Associate	540	\$280	\$400	\$680	\$528	\$510	\$415
	Paralegal	299	\$115	\$178	\$300	\$221	\$222	\$183
Consumer Goods	Partner	517	\$361	\$496	\$707	\$574	\$559	\$539
	Associate	286	\$255	\$350	\$450	\$382	\$380	\$363
	Paralegal	197	\$125	\$160	\$225	\$187	\$189	\$186
Consumer Services	Partner	1,291	\$450	\$624	\$880	\$733	\$654	\$663
	Associate	1,312	\$353	\$491	\$700	\$563	\$486	\$469
	Paralegal	478	\$187	\$270	\$350	\$279	\$251	\$242
Financials Excluding Insurance	Partner	3,804	\$491	\$760	\$1,140	\$848	\$855	\$816
	Associate	3,608	\$360	\$541	\$800	\$603	\$618	\$578
	Paralegal	1,488	\$184	\$250	\$349	\$265	\$267	\$253
Health Care	Partner	1,005	\$450	\$665	\$927	\$689	\$733	\$700
	Associate	910	\$340	\$489	\$670	\$500	\$534	\$496
	Paralegal	415	\$154	\$235	\$291	\$235	\$231	\$219
Industrials	Partner	834	\$445	\$650	\$1,051	\$783	\$701	\$646

Section II: Industry Analysis

All
By Role

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Industrials	Associate	724	\$375	\$500	\$748	\$571	\$511	\$455
	Paralegal	340	\$185	\$292	\$400	\$297	\$263	\$245
Insurance	Partner	5,555	\$175	\$210	\$275	\$289	\$288	\$291
	Associate	4,174	\$160	\$183	\$235	\$235	\$235	\$230
	Paralegal	3,144	\$90	\$95	\$111	\$111	\$112	\$111
Technology and Telecommunications	Partner	1,753	\$525	\$710	\$979	\$777	\$741	\$714
	Associate	1,781	\$350	\$495	\$700	\$541	\$508	\$497
	Paralegal	653	\$190	\$245	\$323	\$257	\$252	\$239

Section II: Industry Analysis

Basic Materials and Utilities

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Litigation	Partner	16	\$448	\$721	\$1,045	\$734	\$617	\$636
	Non-Litigation	Partner	49	\$582	\$663	\$875	\$758	\$647	\$647
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	57	\$485	\$1,272	\$1,650	\$1,049	\$997	\$955
Corporate: Regulatory and Compliance	Non-Litigation	Partner	39	\$449	\$598	\$805	\$636	\$691	\$729
		Associate	20	\$354	\$445	\$598	\$500	\$440	\$501
Corporate: Tax	Non-Litigation	Partner	12	\$480	\$778	\$1,283	\$915	\$727	\$583
Employment and Labor: Other	Non-Litigation	Partner	46	\$414	\$450	\$504	\$466	\$475	\$476
		Associate	17	\$288	\$340	\$378	\$342	\$337	\$297
Environmental	Non-Litigation	Partner	49	\$428	\$531	\$779	\$610	\$572	\$561
		Associate	28	\$330	\$426	\$588	\$475	\$514	\$439

Section II: Industry Analysis

Consumer Goods

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Litigation	Partner	76	\$368	\$479	\$680	\$569	\$633	\$550
		Associate	51	\$365	\$395	\$469	\$416	\$467	\$401
	Non-Litigation	Partner	120	\$448	\$586	\$707	\$615	\$576	\$550
		Associate	65	\$330	\$370	\$485	\$404	\$402	\$393
Corporate: Regulatory and Compliance	Non-Litigation	Partner	30	\$791	\$901	\$1,000	\$888	\$831	\$825
Employment and Labor: Other	Non-Litigation	Partner	52	\$443	\$535	\$688	\$582	\$540	\$584
		Associate	18	\$310	\$368	\$380	\$373	\$385	\$365
Environmental	Litigation	Partner	13	\$350	\$437	\$675	\$676	\$391	\$370
Intellectual Property: Patents	Non-Litigation	Partner	11	\$458	\$500	\$609	\$520	\$617	\$526

Section II: Industry Analysis

Consumer Services

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bankruptcy and Collections	Litigation	Partner	15	\$273	\$315	\$619	\$454	\$485	\$546
		Associate	227	\$356	\$445	\$610	\$529	\$447	\$425
Commercial	Litigation	Partner	237	\$450	\$675	\$893	\$724	\$631	\$657
		Associate	227	\$356	\$445	\$610	\$529	\$447	\$425
	Non-Litigation	Partner	68	\$489	\$626	\$786	\$677	\$641	\$641
		Associate	52	\$353	\$442	\$595	\$493	\$428	\$453
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	45	\$497	\$742	\$1,734	\$1,010	\$804	\$879
Corporate: Other	Non-Litigation	Partner	172	\$593	\$972	\$1,732	\$1,058	\$855	\$806
		Associate	139	\$577	\$734	\$1,178	\$818	\$602	\$543
Corporate: Regulatory and Compliance	Non-Litigation	Partner	217	\$481	\$583	\$788	\$670	\$655	\$659
		Associate	198	\$368	\$490	\$685	\$551	\$508	\$498
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	70	\$300	\$365	\$480	\$398	\$374	\$391
		Associate	56	\$296	\$341	\$423	\$355	\$328	\$301
Employment and Labor: Other	Litigation	Partner	73	\$395	\$540	\$672	\$546	\$494	\$482
		Associate	56	\$275	\$325	\$426	\$344	\$350	\$339
	Non-Litigation	Partner	47	\$450	\$490	\$588	\$543	\$520	\$529
		Associate	57	\$380	\$450	\$500	\$431	\$453	\$389
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	18	\$379	\$485	\$669	\$542	\$559	\$622

Section II: Industry Analysis

Consumer Services

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Employment and Labor: Union Relations and Negotiations / NLRB	Non-Litigation	Partner	23	\$550	\$653	\$886	\$750	\$673	\$542
	Litigation	Partner	25	\$450	\$485	\$529	\$487	\$430	\$431
		Associate	25	\$280	\$350	\$475	\$371	\$368	\$341
Intellectual Property: Patents	Non-Litigation	Partner	63	\$418	\$518	\$651	\$613	\$552	\$623
Intellectual Property: Trademarks	Non-Litigation	Partner	12	\$466	\$585	\$691	\$604	\$612	\$553
Real Estate: Leasing	Non-Litigation	Partner	26	\$395	\$453	\$600	\$528	\$491	\$502
		Associate	28	\$309	\$413	\$472	\$420	\$418	\$384
Real Estate: Other	Litigation	Partner	29	\$400	\$575	\$700	\$578	\$588	\$510
		Associate	22	\$291	\$338	\$371	\$354	\$374	\$382
	Non-Litigation	Partner	58	\$383	\$470	\$782	\$563	\$472	\$493
		Associate	53	\$290	\$375	\$500	\$383	\$340	\$337

Section II: Industry Analysis

Financials Excluding Insurance By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bankruptcy and Collections	Litigation	Partner	153	\$333	\$430	\$586	\$501	\$504	\$474
		Associate	104	\$270	\$322	\$410	\$366	\$386	\$377
	Non-Litigation	Partner	195	\$325	\$400	\$495	\$443	\$438	\$411
		Associate	101	\$248	\$333	\$393	\$340	\$329	\$312
Commercial	Litigation	Partner	267	\$426	\$585	\$862	\$707	\$630	\$589
		Associate	204	\$275	\$400	\$590	\$476	\$429	\$392
	Non-Litigation	Partner	145	\$620	\$905	\$1,264	\$963	\$1,004	\$1,023
		Associate	112	\$393	\$563	\$806	\$628	\$671	\$697
Corporate: Corporate Development	Non-Litigation	Partner	28	\$511	\$721	\$1,042	\$856	\$866	\$695
Corporate: Governance	Non-Litigation	Partner	23	\$724	\$1,000	\$1,560	\$1,042	\$1,031	\$1,014
		Associate	23	\$514	\$610	\$856	\$702	\$665	\$634
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	27	\$773	\$975	\$1,155	\$962	\$1,100	\$1,129
		Associate	17	\$532	\$623	\$888	\$656	\$708	\$704
Corporate: Other	Litigation	Partner	237	\$395	\$577	\$849	\$690	\$678	\$644
		Associate	181	\$289	\$416	\$602	\$471	\$493	\$455
	Non-Litigation	Partner	463	\$651	\$1,095	\$1,449	\$1,076	\$978	\$940
		Associate	468	\$500	\$701	\$944	\$738	\$686	\$659
Corporate: Regulatory and Compliance	Litigation	Partner	85	\$610	\$778	\$1,010	\$854	\$851	\$835

Section II: Industry Analysis

Financials Excluding Insurance By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Regulatory and Compliance	Litigation	Associate	73	\$420	\$535	\$679	\$562	\$568	\$579
	Non-Litigation	Partner	89	\$927	\$1,130	\$1,424	\$1,176	\$1,075	\$1,119
		Associate	101	\$558	\$725	\$910	\$767	\$719	\$734
Corporate: Tax	Non-Litigation	Partner	66	\$766	\$1,061	\$1,423	\$1,112	\$1,124	\$1,106
		Associate	53	\$419	\$591	\$953	\$754	\$731	\$705
Corporate: Treasury	Non-Litigation	Partner	31	\$800	\$940	\$1,019	\$961	\$887	\$1,022
		Associate	23	\$380	\$450	\$648	\$544	\$460	\$443
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	59	\$673	\$765	\$904	\$836	\$851	\$705
		Associate	61	\$336	\$442	\$531	\$484	\$575	\$433
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	40	\$394	\$490	\$663	\$568	\$651	\$554
		Associate	23	\$295	\$323	\$380	\$389	\$504	\$360
Employment and Labor: ERISA	Non-Litigation	Partner	17	\$605	\$795	\$795	\$735	\$726	\$832
Employment and Labor: Other	Litigation	Partner	135	\$616	\$820	\$968	\$857	\$855	\$758
		Associate	126	\$382	\$530	\$625	\$527	\$562	\$517
	Non-Litigation	Partner	196	\$375	\$503	\$806	\$656	\$628	\$620
		Associate	112	\$295	\$379	\$600	\$498	\$466	\$439
	Litigation	Partner	12	\$540	\$624	\$684	\$606	\$492	\$779
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	60	\$646	\$781	\$1,030	\$876	\$904	\$903

Section II: Industry Analysis

Financials Excluding Insurance By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Associate	41	\$381	\$457	\$582	\$513	\$547	\$551
		Partner	35	\$508	\$604	\$776	\$644	\$694	\$667
Finance and Securities: Fiduciary Services	Litigation	Associate	22	\$383	\$472	\$565	\$471	\$418	\$384
		Partner	44	\$454	\$540	\$912	\$694	\$687	\$675
	Non-Litigation	Associate	21	\$290	\$350	\$390	\$394	\$410	\$391
		Partner	30	\$787	\$962	\$1,211	\$941	\$881	\$1,002
Finance and Securities: Investments and Other Financial Instruments	Litigation	Associate	35	\$541	\$640	\$769	\$678	\$559	\$568
		Partner	688	\$737	\$1,020	\$1,354	\$1,060	\$1,091	\$1,001
	Non-Litigation	Associate	753	\$501	\$690	\$908	\$725	\$767	\$700
		Partner	67	\$415	\$541	\$711	\$664	\$633	\$546
Finance and Securities: Loans and Financing	Litigation	Associate	71	\$265	\$315	\$479	\$411	\$402	\$367
		Partner	973	\$564	\$855	\$1,319	\$950	\$942	\$891
	Non-Litigation	Associate	919	\$428	\$635	\$904	\$679	\$680	\$625
		Partner	41	\$850	\$1,229	\$1,425	\$1,124	\$1,009	\$1,036
Finance and Securities: Securities and Banking Regulations	Non-Litigation	Associate	15	\$535	\$680	\$929	\$689	\$634	\$619
		Partner	11	\$393	\$662	\$753	\$616	\$634	\$532
General Liability: Consumer Related Claims	Litigation	Partner	11	\$393	\$662	\$753	\$616	\$634	\$532
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	37	\$680	\$871	\$1,050	\$871	\$832	\$897
Real Estate: Other	Litigation	Partner	69	\$453	\$610	\$753	\$641	\$671	\$540

Section II: Industry Analysis

Financials Excluding Insurance By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Real Estate: Other	Litigation	Associate	65	\$350	\$435	\$525	\$465	\$440	\$436
	Non-Litigation	Partner	23	\$540	\$765	\$870	\$740	\$593	\$733
		Associate	16	\$462	\$630	\$802	\$632	\$488	\$581

Section II: Industry Analysis

Healthcare

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Regulatory and Compliance	Litigation	Partner	42	\$631	\$844	\$924	\$807	\$807	\$778
	Non-Litigation	Partner	83	\$445	\$585	\$876	\$657	\$613	\$617
		Associate	66	\$316	\$383	\$670	\$454	\$438	\$413
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	11	\$391	\$628	\$711	\$570	\$575	\$552

Section II: Industry Analysis

Industrials

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Litigation	Partner	16	\$471	\$545	\$1,441	\$837	\$718	\$720
		Associate	11	\$284	\$349	\$690	\$529	\$652	\$591
	Non-Litigation	Partner	36	\$565	\$878	\$1,062	\$860	\$679	\$646
		Associate	17	\$343	\$428	\$709	\$531	\$461	\$434
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	107	\$758	\$1,115	\$1,650	\$1,190	\$1,050	\$926
		Associate	164	\$529	\$770	\$925	\$762	\$715	\$619
Corporate: Other	Litigation	Partner	106	\$586	\$891	\$1,120	\$883	\$846	\$739
		Associate	86	\$459	\$620	\$778	\$622	\$560	\$486
	Non-Litigation	Partner	348	\$436	\$656	\$1,073	\$781	\$743	\$752
		Associate	329	\$365	\$485	\$735	\$547	\$533	\$539
Corporate: Regulatory and Compliance	Non-Litigation	Partner	42	\$625	\$968	\$1,144	\$902	\$753	\$643
		Associate	30	\$512	\$635	\$816	\$660	\$548	\$486
Corporate: Tax	Non-Litigation	Partner	28	\$628	\$947	\$1,022	\$894	\$754	\$759
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	19	\$514	\$623	\$910	\$698	\$786	\$740
Employment and Labor: Other	Non-Litigation	Partner	96	\$418	\$484	\$612	\$544	\$554	\$564
		Associate	53	\$306	\$412	\$450	\$400	\$380	\$401
Environmental	Litigation	Partner	12	\$493	\$568	\$654	\$569	\$550	\$562

Section II: Industry Analysis

Industrials

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Environmental	Non-Litigation	Partner	21	\$495	\$685	\$1,150	\$861	\$756	\$634
		Associate	14	\$405	\$513	\$823	\$646	\$648	\$629
Intellectual Property: Patents	Non-Litigation	Partner	37	\$306	\$370	\$450	\$444	\$422	\$436
		Associate	23	\$175	\$239	\$265	\$226	\$275	\$287

Section II: Industry Analysis

Insurance

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Other	Non-Litigation	Partner	141	\$400	\$685	\$940	\$755	\$707	\$743
		Associate	92	\$386	\$475	\$738	\$580	\$526	\$532
Corporate: Tax	Non-Litigation	Partner	40	\$791	\$960	\$1,155	\$995	\$1,039	\$1,022
Employment and Labor: Other	Non-Litigation	Partner	74	\$415	\$470	\$649	\$595	\$543	\$572
		Associate	40	\$303	\$364	\$500	\$451	\$424	\$390
Insurance Defense: Asbestos/Mesothelioma	Litigation	Partner	24	\$175	\$175	\$180	\$186	\$194	\$209
Insurance Defense: Auto and Transportation	Litigation	Partner	1,169	\$165	\$180	\$205	\$223	\$219	\$226
		Associate	889	\$145	\$162	\$180	\$165	\$164	\$158
Insurance Defense: Consumer Related Claims	Litigation	Partner	53	\$177	\$225	\$350	\$312	\$312	\$397
Insurance Defense: Insurer Work Comp	Litigation	Partner	262	\$155	\$165	\$185	\$182	\$192	\$200
		Associate	204	\$145	\$154	\$160	\$154	\$153	\$154
Insurance Defense: Marine	Litigation	Partner	34	\$164	\$200	\$245	\$207	\$263	\$231
Insurance Defense: Other	Litigation	Partner	1,696	\$175	\$198	\$245	\$241	\$243	\$230
		Associate	1,080	\$160	\$175	\$200	\$187	\$185	\$183
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	198	\$160	\$180	\$200	\$191	\$187	\$189
		Associate	156	\$145	\$159	\$175	\$163	\$161	\$158
Insurance Defense: Pollution	Litigation	Partner	120	\$190	\$220	\$250	\$255	\$242	\$233

Section II: Industry Analysis

Insurance

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Insurance Defense: Pollution	Litigation	Associate	53	\$180	\$195	\$215	\$212	\$209	\$205
Insurance Defense: Premises	Litigation	Partner	756	\$170	\$185	\$225	\$216	\$221	\$220
Insurance Defense: Product and Product Liability	Litigation	Partner	106	\$178	\$183	\$200	\$203	\$193	\$196
		Associate	71	\$155	\$170	\$185	\$189	\$172	\$172
Insurance Defense: Professional Liability	Litigation	Partner	111	\$185	\$215	\$292	\$264	\$256	\$243
		Associate	55	\$173	\$190	\$293	\$223	\$226	\$205
Insurance Defense: Property Damage	Litigation	Partner	606	\$175	\$210	\$250	\$228	\$227	\$226
		Associate	495	\$160	\$182	\$220	\$194	\$189	\$184

Section II: Industry Analysis

Technology and Telecommunications

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bankruptcy and Collections	Litigation	Partner	14	\$520	\$570	\$628	\$567	\$578	\$493
		Associate	164	\$350	\$571	\$756	\$567	\$557	\$439
Commercial	Litigation	Partner	100	\$606	\$871	\$1,084	\$894	\$845	\$776
		Associate	164	\$350	\$571	\$756	\$567	\$557	\$439
	Non-Litigation	Partner	50	\$400	\$613	\$881	\$649	\$666	\$633
		Associate	32	\$391	\$432	\$721	\$540	\$506	\$473
Corporate: Antitrust and Competition	Litigation	Partner	17	\$837	\$949	\$1,080	\$992	\$810	\$811
		Associate	49	\$55	\$496	\$655	\$454	\$493	\$672
	Non-Litigation	Partner	33	\$949	\$1,210	\$1,453	\$1,227	\$1,141	\$1,069
		Associate	51	\$590	\$720	\$912	\$732	\$694	\$659
Corporate: Governance	Non-Litigation	Partner	63	\$1,000	\$1,238	\$1,553	\$1,269	\$1,270	\$1,172
		Associate	59	\$695	\$780	\$949	\$807	\$781	\$707
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	60	\$749	\$868	\$978	\$899	\$804	\$842
		Associate	76	\$486	\$486	\$668	\$587	\$492	\$559
Corporate: Other	Litigation	Partner	120	\$597	\$803	\$1,022	\$836	\$864	\$771
		Associate	93	\$401	\$488	\$683	\$550	\$514	\$480
	Non-Litigation	Partner	275	\$631	\$864	\$1,065	\$874	\$825	\$810
		Associate	205	\$450	\$578	\$710	\$583	\$565	\$545
Corporate: Regulatory and Compliance	Litigation	Partner	20	\$694	\$830	\$838	\$795	\$779	\$799

Section II: Industry Analysis

Technology and Telecommunications

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Regulatory and Compliance	Litigation	Associate	22	\$392	\$481	\$510	\$469	\$458	\$509
	Non-Litigation	Partner	233	\$605	\$760	\$920	\$770	\$726	\$711
		Associate	210	\$396	\$510	\$612	\$519	\$488	\$479
Corporate: Tax	Non-Litigation	Partner	80	\$689	\$919	\$1,132	\$936	\$930	\$878
		Associate	75	\$553	\$732	\$934	\$738	\$613	\$611
Employment and Labor: Agreements	Litigation	Partner	12	\$751	\$843	\$1,171	\$895	\$848	\$827
	Non-Litigation	Partner	27	\$430	\$600	\$698	\$565	\$698	\$668
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	31	\$540	\$650	\$800	\$708	\$723	\$709
		Associate	11	\$383	\$622	\$745	\$569	\$459	\$452
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	19	\$423	\$532	\$655	\$537	\$559	\$553
		Associate	17	\$347	\$375	\$395	\$377	\$354	\$349
	Non-Litigation	Partner	44	\$475	\$525	\$658	\$566	\$541	\$547
Employment and Labor: Other	Litigation	Partner	25	\$612	\$690	\$810	\$700	\$530	\$570
		Associate	22	\$393	\$466	\$575	\$489	\$376	\$345
	Non-Litigation	Partner	152	\$470	\$475	\$678	\$553	\$569	\$617
		Associate	130	\$325	\$340	\$401	\$366	\$371	\$412
General Liability: Consumer Related Claims	Litigation	Associate	19	\$387	\$428	\$530	\$451	\$447	\$413
Government Relations	Non-Litigation	Partner	26	\$776	\$901	\$1,084	\$938	\$678	\$755

Section II: Industry Analysis

Technology and Telecommunications

By Practice Area and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Government Relations	Non-Litigation	Associate	48	\$414	\$633	\$726	\$543	\$510	\$539
		Partner	111	\$606	\$832	\$1,077	\$849	\$783	\$755
Intellectual Property: Patents	Litigation	Associate	105	\$495	\$670	\$824	\$657	\$607	\$561
		Partner	106	\$418	\$755	\$994	\$726	\$602	\$538
	Non-Litigation	Associate	148	\$325	\$484	\$724	\$543	\$477	\$442
		Partner	11	\$721	\$942	\$1,054	\$870	\$746	\$618
Intellectual Property: Trademarks	Litigation	Associate	38	\$443	\$549	\$650	\$568	\$602	\$644
		Partner	39	\$303	\$360	\$410	\$368	\$360	\$366
	Non-Litigation	Associate							

Section III: Practice Area Analysis

All data and analysis based on
data collected thru Q2 2022

Section III: Practice Area Analysis

Bankruptcy and Collections By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	11	\$525	\$603	\$650	\$607	\$557	\$523
	Associate	13	\$275	\$325	\$390	\$366	\$408	\$380
Baltimore MD	Partner	14	\$321	\$380	\$472	\$395	\$438	\$436
Chicago IL	Partner	16	\$525	\$748	\$1,256	\$893	\$983	\$1,059
	Associate	13	\$260	\$656	\$910	\$619	\$789	\$734
Dallas TX	Partner	13	\$381	\$525	\$666	\$539	\$502	\$635
Houston TX	Associate	16	\$375	\$384	\$473	\$427	\$436	\$425
Los Angeles CA	Associate	15	\$375	\$415	\$835	\$560	\$376	\$337
Miami FL	Partner	11	\$265	\$375	\$418	\$351	\$401	\$486
New York NY	Partner	60	\$400	\$604	\$815	\$638	\$654	\$638
	Associate	36	\$300	\$375	\$429	\$385	\$433	\$453
Philadelphia PA	Partner	46	\$400	\$495	\$619	\$497	\$494	\$481
	Associate	30	\$290	\$350	\$420	\$369	\$340	\$344
Pittsburgh PA	Partner	17	\$338	\$435	\$460	\$409	\$444	\$404
	Associate	13	\$248	\$341	\$354	\$333	\$361	\$307

Section III: Practice Area Analysis

Bankruptcy and Collections

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	64	\$325	\$400	\$525	\$455	\$487	\$454
	Non-Litigation	76	\$350	\$402	\$496	\$440	\$514	\$538
21 or More Years	Litigation	108	\$325	\$445	\$600	\$505	\$493	\$488
	Non-Litigation	122	\$325	\$410	\$526	\$462	\$466	\$500

Section III: Practice Area Analysis

Bankruptcy and Collections

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
3 to Fewer Than 7 Years	Litigation	18	\$276	\$348	\$446	\$395	\$364	\$380
	Non-Litigation	35	\$289	\$345	\$400	\$349	\$346	\$306

Section III: Practice Area Analysis

Bankruptcy and Collections

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	59	\$275	\$325	\$390	\$360	\$363	\$333
		Associate	44	\$225	\$267	\$332	\$284	\$280	\$258
	Non-Litigation	Partner	49	\$270	\$295	\$325	\$301	\$301	\$366
		Associate	25	\$225	\$244	\$258	\$251	\$230	\$241
	Litigation	Partner	47	\$334	\$378	\$489	\$416	\$392	\$392
		Associate	24	\$230	\$280	\$320	\$296	\$259	\$248
51-200 Lawyers	Litigation	Partner	61	\$398	\$468	\$604	\$502	\$493	\$464
		Associate	43	\$294	\$318	\$422	\$365	\$341	\$317
	Non-Litigation	Partner	85	\$385	\$452	\$580	\$493	\$464	\$442
		Associate	44	\$281	\$350	\$393	\$341	\$343	\$306
	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678
		Associate	24	\$313	\$375	\$471	\$385	\$505	\$513
201-500 Lawyers	Litigation	Partner	13	\$546	\$1,045	\$1,249	\$932	\$711	\$775
		Associate	12	\$340	\$760	\$866	\$632	\$442	\$450
	Non-Litigation	Partner	20	\$506	\$617	\$685	\$613	\$638	\$701
		Associate	15	\$352	\$383	\$446	\$412	\$485	\$480
	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678
		Associate	24	\$313	\$375	\$471	\$385	\$505	\$513
501-1,000 Lawyers	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678
		Associate	24	\$313	\$375	\$471	\$385	\$505	\$513
	Non-Litigation	Partner	20	\$506	\$617	\$685	\$613	\$638	\$701
		Associate	15	\$352	\$383	\$446	\$412	\$485	\$480
	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678
		Associate	24	\$313	\$375	\$471	\$385	\$505	\$513
More Than 1,000 Lawyers	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678
		Associate	24	\$313	\$375	\$471	\$385	\$505	\$513
	Non-Litigation	Partner	20	\$506	\$617	\$685	\$613	\$638	\$701
		Associate	15	\$352	\$383	\$446	\$412	\$485	\$480
	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678
		Associate	24	\$313	\$375	\$471	\$385	\$505	\$513

Section III: Practice Area Analysis

Bankruptcy and Collections
By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner							Trend Analysis - Mean		
Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Partner	32	\$460	\$657	\$990	\$779	\$914	\$1,041

Section III: Practice Area Analysis

Commercial

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	39	\$493	\$625	\$853	\$695	\$699	\$736
	Associate	39	\$310	\$342	\$440	\$407	\$431	\$406
Austin TX	Partner	14	\$378	\$450	\$495	\$514	\$534	\$510
Birmingham AL	Partner	16	\$385	\$427	\$461	\$416	\$419	\$397
	Associate	12	\$293	\$304	\$334	\$312	\$302	\$296
Boston MA	Partner	20	\$690	\$821	\$1,049	\$843	\$696	\$701
	Associate	24	\$479	\$638	\$865	\$680	\$588	\$509
Charlotte NC	Associate	18	\$325	\$344	\$416	\$404	\$466	\$422
Chicago IL	Partner	103	\$593	\$858	\$1,111	\$871	\$794	\$818
	Associate	93	\$325	\$515	\$694	\$541	\$555	\$575
Cleveland OH	Partner	40	\$397	\$480	\$565	\$534	\$518	\$571
	Associate	30	\$255	\$270	\$290	\$281	\$291	\$310
Dallas TX	Partner	22	\$547	\$665	\$1,023	\$734	\$781	\$742
	Associate	21	\$370	\$528	\$725	\$561	\$520	\$511
Denver CO	Partner	29	\$495	\$555	\$657	\$586	\$565	\$515

Section III: Practice Area Analysis

Commercial

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Denver CO	Associate	25	\$298	\$415	\$455	\$395	\$368	\$336
	Partner	14	\$469	\$626	\$859	\$644	\$672	\$768
Houston TX	Associate	13	\$360	\$509	\$590	\$498	\$467	\$502
	Partner	12	\$406	\$445	\$556	\$477	\$474	\$440
Indianapolis IN	Associate	25	\$315	\$374	\$387	\$345	\$339	\$329
	Partner	35	\$410	\$450	\$536	\$484	\$467	\$466
Kansas City MO	Associate	111	\$464	\$686	\$876	\$688	\$722	\$674
	Partner	78	\$693	\$849	\$1,071	\$878	\$840	\$813
Los Angeles CA	Associate	40	\$315	\$449	\$524	\$432	\$390	\$396
	Partner	52	\$485	\$601	\$688	\$610	\$562	\$504
Miami FL	Associate	58	\$399	\$457	\$529	\$465	\$459	\$380
	Partner	53	\$576	\$655	\$800	\$673	\$657	\$576
Minneapolis MN	Associate	174	\$434	\$680	\$990	\$721	\$617	\$685
	Partner	174	\$628	\$1,128	\$1,499	\$1,108	\$1,040	\$1,033
New York NY	Associate	116	\$543	\$728	\$903	\$755	\$677	\$652
	Partner	116	\$543	\$728	\$903	\$755	\$677	\$652
Philadelphia PA	Associate	116	\$543	\$728	\$903	\$755	\$677	\$652
	Partner	116	\$543	\$728	\$903	\$755	\$677	\$652

Section III: Practice Area Analysis

Commercial

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Philadelphia PA	Associate	106	\$384	\$430	\$538	\$482	\$446	\$420
	Partner	18	\$481	\$661	\$763	\$657	\$635	\$543
Pittsburgh PA	Associate	17	\$280	\$425	\$515	\$414	\$443	\$377
	Partner	16	\$500	\$585	\$655	\$576	\$557	\$495
Portland OR	Associate	31	\$400	\$435	\$501	\$448	\$406	\$370
	Partner	43	\$420	\$675	\$1,015	\$735	\$696	\$738
San Francisco CA	Associate	34	\$330	\$400	\$533	\$479	\$476	\$445
	Partner	30	\$490	\$556	\$713	\$611	\$531	\$476
Seattle WA	Associate	19	\$380	\$440	\$538	\$455	\$357	\$345
	Partner	16	\$410	\$561	\$700	\$569	\$603	\$643
St. Louis MO	Associate	104	\$456	\$584	\$739	\$622	\$589	\$555
	Partner	162	\$689	\$821	\$1,058	\$910	\$854	\$869
Washington DC	Associate	104	\$456	\$584	\$739	\$622	\$589	\$555
	Partner	162	\$689	\$821	\$1,058	\$910	\$854	\$869

Section III: Practice Area Analysis

Commercial

By Matter Type and YOY

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	253	\$405	\$589	\$863	\$670	\$633	\$597
	Non-Litigation	146	\$470	\$628	\$869	\$686	\$662	\$697
21 or More Years	Litigation	418	\$495	\$694	\$995	\$774	\$722	\$694
	Non-Litigation	256	\$572	\$740	\$1,031	\$832	\$825	\$834

Section III: Practice Area Analysis

Commercial

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	59	\$319	\$420	\$569	\$453	\$398	\$372
	Non-Litigation	23	\$321	\$368	\$401	\$412	\$361	\$428
3 to Fewer Than 7 Years	Litigation	161	\$300	\$418	\$596	\$491	\$441	\$394
	Non-Litigation	56	\$335	\$409	\$510	\$455	\$439	\$475
7 or More Years	Non-Litigation	78	\$382	\$501	\$605	\$554	\$561	\$572

Section III: Practice Area Analysis

Commercial

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	103	\$300	\$379	\$511	\$426	\$422	\$401
		Associate	83	\$225	\$275	\$328	\$296	\$334	\$261
	Non-Litigation	Partner	54	\$320	\$400	\$489	\$424	\$437	\$429
		Associate	25	\$292	\$335	\$363	\$338	\$316	\$312
51-200 Lawyers	Litigation	Partner	143	\$350	\$482	\$625	\$533	\$492	\$455
		Associate	89	\$265	\$328	\$396	\$335	\$321	\$288
	Non-Litigation	Partner	73	\$403	\$500	\$582	\$522	\$548	\$535
		Associate	34	\$268	\$321	\$358	\$326	\$335	\$359
201-500 Lawyers	Litigation	Partner	168	\$450	\$561	\$740	\$624	\$592	\$575
		Associate	153	\$330	\$400	\$450	\$411	\$403	\$386
	Non-Litigation	Partner	102	\$561	\$673	\$795	\$706	\$686	\$636
		Associate	82	\$367	\$434	\$530	\$462	\$429	\$436
501-1,000 Lawyers	Litigation	Partner	243	\$630	\$769	\$1,022	\$887	\$817	\$834
		Associate	282	\$392	\$500	\$712	\$576	\$501	\$489
	Non-Litigation	Partner	165	\$664	\$805	\$1,147	\$946	\$931	\$913
		Associate	130	\$397	\$533	\$686	\$589	\$600	\$581
More Than 1,000 Lawyers	Litigation	Partner	151	\$879	\$1,103	\$1,345	\$1,132	\$1,012	\$995

Section III: Practice Area Analysis

Commercial

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	173	\$591	\$740	\$945	\$752	\$679	\$646
	Non-Litigation	Partner	96	\$872	\$978	\$1,176	\$1,033	\$1,043	\$1,061
		Associate	71	\$520	\$675	\$875	\$717	\$756	\$714

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Chicago IL	Partner	30	\$782	\$985	\$1,251	\$1,056	\$907	\$915
	Associate	32	\$497	\$602	\$810	\$683	\$570	\$638
Los Angeles CA	Partner	18	\$813	\$869	\$1,043	\$981	\$1,002	\$943
	Associate	30	\$486	\$500	\$691	\$615	\$627	\$578
New York NY	Partner	98	\$1,368	\$1,650	\$1,739	\$1,531	\$1,385	\$1,259
	Associate	198	\$713	\$925	\$1,160	\$915	\$834	\$749
Philadelphia PA	Partner	28	\$598	\$673	\$1,004	\$820	\$691	\$754
	Associate	25	\$443	\$460	\$550	\$554	\$432	\$419
Pittsburgh PA	Partner	16	\$604	\$699	\$837	\$727	\$595	\$665
San Francisco CA	Partner	24	\$810	\$868	\$1,061	\$966	\$879	\$959
Washington DC	Partner	50	\$698	\$1,013	\$1,315	\$1,006	\$956	\$942
	Associate	39	\$607	\$739	\$830	\$722	\$686	\$578

Section III: Practice Area Analysis

Corporate: Mergers,
Acquisitions, and Divestitures
By Matter Type and YOE

2022 — Real Rates for Partner						Trend Analysis - Mean		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Non-Litigation	88	\$649	\$868	\$1,368	\$982	\$845	\$869
21 or More Years	Non-Litigation	167	\$625	\$870	\$1,368	\$992	\$944	\$962

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Non-Litigation	27	\$460	\$486	\$702	\$602	\$519	\$450
3 to Fewer Than 7 Years	Non-Litigation	67	\$460	\$529	\$919	\$686	\$545	\$539
7 or More Years	Non-Litigation	82	\$620	\$734	\$979	\$798	\$641	\$655

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
51-200 Lawyers	Non-Litigation	Partner	23	\$390	\$485	\$770	\$550	\$561	\$632
201-500 Lawyers	Non-Litigation	Partner	56	\$572	\$704	\$916	\$741	\$653	\$663
		Associate	41	\$443	\$460	\$510	\$476	\$424	\$396
501-1,000 Lawyers	Non-Litigation	Partner	111	\$700	\$1,216	\$1,650	\$1,149	\$1,021	\$1,061
		Associate	155	\$620	\$829	\$1,115	\$820	\$676	\$660
More Than 1,000 Lawyers	Non-Litigation	Partner	151	\$868	\$1,121	\$1,407	\$1,183	\$1,074	\$1,058
		Associate	217	\$536	\$698	\$925	\$749	\$702	\$699

Section III: Practice Area Analysis

Corporate: Other

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	70	\$442	\$613	\$971	\$703	\$736	\$678
	Associate	60	\$385	\$450	\$588	\$479	\$481	\$470
Austin TX	Partner	17	\$387	\$450	\$538	\$502	\$460	\$482
Baltimore MD	Partner	19	\$426	\$614	\$767	\$606	\$664	\$672
	Associate	25	\$311	\$374	\$546	\$452	\$500	\$482
Birmingham AL	Partner	16	\$375	\$423	\$471	\$437	\$419	\$444
	Associate	15	\$294	\$303	\$341	\$314	\$315	\$334
Boston MA	Partner	47	\$513	\$735	\$903	\$733	\$743	\$672
	Associate	45	\$395	\$475	\$610	\$510	\$491	\$460
Charlotte NC	Partner	12	\$539	\$652	\$837	\$751	\$573	\$657
Chicago IL	Partner	192	\$740	\$918	\$1,199	\$962	\$938	\$880
	Associate	179	\$495	\$600	\$730	\$616	\$564	\$576
Cleveland OH	Partner	39	\$485	\$525	\$760	\$616	\$607	\$630
	Associate	17	\$287	\$313	\$399	\$332	\$375	\$342
Dallas TX	Partner	34	\$506	\$739	\$1,038	\$774	\$654	\$719

Section III: Practice Area Analysis

Corporate: Other

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Dallas TX	Associate	35	\$495	\$596	\$775	\$622	\$527	\$521
Denver CO	Partner	11	\$505	\$565	\$586	\$613	\$634	\$508
Houston TX	Partner	29	\$544	\$905	\$1,123	\$855	\$782	\$782
	Associate	34	\$445	\$595	\$706	\$592	\$580	\$512
Indianapolis IN	Partner	11	\$423	\$500	\$668	\$561	\$495	\$432
Kansas City MO	Partner	34	\$441	\$490	\$589	\$530	\$544	\$532
	Associate	16	\$337	\$384	\$426	\$378	\$367	\$314
Los Angeles CA	Partner	194	\$600	\$875	\$1,185	\$908	\$894	\$874
	Associate	188	\$484	\$645	\$840	\$665	\$655	\$639
Miami FL	Partner	31	\$475	\$525	\$646	\$574	\$501	\$579
	Associate	19	\$290	\$411	\$450	\$370	\$428	\$427
Minneapolis MN	Partner	26	\$510	\$624	\$714	\$619	\$625	\$590
	Associate	15	\$312	\$395	\$551	\$419	\$468	\$410
Nashville TN	Partner	12	\$431	\$498	\$601	\$521	\$496	\$407
New Orleans LA	Partner	20	\$337	\$368	\$428	\$382	\$376	\$374

Section III: Practice Area Analysis

Corporate: Other
By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	Partner	485	\$793	\$1,326	\$1,665	\$1,219	\$1,103	\$1,079
	Associate	538	\$590	\$789	\$1,065	\$806	\$746	\$709
Orlando FL	Partner	22	\$415	\$474	\$544	\$484	\$507	\$481
	Associate	13	\$230	\$325	\$400	\$314	\$267	\$274
Philadelphia PA	Partner	145	\$625	\$818	\$958	\$800	\$774	\$763
	Associate	135	\$415	\$450	\$535	\$484	\$450	\$439
Phoenix AZ	Partner	24	\$330	\$510	\$688	\$557	\$471	\$413
	Associate	24	\$252	\$303	\$355	\$337	\$286	\$269
Pittsburgh PA	Partner	21	\$420	\$585	\$819	\$601	\$676	\$528
	Associate	18	\$286	\$415	\$580	\$441	\$412	\$381
Portland OR	Partner	13	\$465	\$495	\$528	\$508	\$542	\$624
	Associate	17	\$360	\$416	\$449	\$413	\$392	\$382
Raleigh NC	Partner	11	\$253	\$400	\$497	\$387	\$402	\$462
San Diego CA	Partner	37	\$375	\$467	\$1,161	\$673	\$684	\$605
	Associate	37	\$211	\$285	\$380	\$315	\$329	\$383

Section III: Practice Area Analysis

Corporate: Other

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
San Francisco CA	Partner	50	\$595	\$910	\$1,080	\$852	\$789	\$789
	Associate	28	\$338	\$620	\$778	\$623	\$609	\$549
San Jose CA	Partner	23	\$690	\$933	\$1,114	\$943	\$968	\$810
	Associate	15	\$469	\$590	\$746	\$615	\$626	\$598
Seattle WA	Partner	41	\$575	\$716	\$776	\$699	\$614	\$614
	Associate	33	\$395	\$472	\$535	\$478	\$475	\$417
Tampa FL	Partner	14	\$379	\$430	\$574	\$485	\$505	\$484
Washington DC	Partner	432	\$770	\$950	\$1,098	\$956	\$913	\$877
	Associate	395	\$550	\$670	\$705	\$665	\$642	\$585

Section III: Practice Area Analysis

Corporate: Other

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	238	\$494	\$698	\$940	\$737	\$702	\$661
	Non-Litigation	418	\$473	\$777	\$1,100	\$837	\$790	\$757
21 or More Years	Litigation	425	\$545	\$756	\$995	\$814	\$805	\$746
	Non-Litigation	826	\$580	\$900	\$1,248	\$951	\$886	\$859

Section III: Practice Area Analysis

Corporate: Other

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	31	\$344	\$440	\$593	\$463	\$418	\$358
	Non-Litigation	59	\$366	\$535	\$739	\$568	\$507	\$424
3 to Fewer Than 7 Years	Litigation	81	\$356	\$472	\$695	\$528	\$500	\$452
	Non-Litigation	177	\$378	\$498	\$718	\$582	\$541	\$511
7 or More Years	Litigation	146	\$385	\$525	\$656	\$534	\$511	\$493
	Non-Litigation	270	\$419	\$635	\$824	\$676	\$635	\$619

Section III: Practice Area Analysis

Corporate: Other

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	97	\$350	\$450	\$575	\$461	\$458	\$440
		Associate	50	\$216	\$299	\$354	\$301	\$283	\$323
	Non-Litigation	Partner	155	\$333	\$426	\$534	\$446	\$430	\$426
		Associate	91	\$221	\$290	\$369	\$307	\$279	\$313
	Litigation	Partner	138	\$371	\$579	\$757	\$594	\$555	\$533
		Associate	84	\$280	\$377	\$451	\$395	\$383	\$378
51-200 Lawyers	Non-Litigation	Partner	141	\$399	\$495	\$700	\$561	\$604	\$594
		Associate	84	\$275	\$350	\$485	\$391	\$415	\$389
	Litigation	Partner	182	\$516	\$675	\$951	\$731	\$664	\$662
		Associate	139	\$341	\$448	\$590	\$495	\$443	\$451
	Non-Litigation	Partner	341	\$482	\$625	\$890	\$696	\$655	\$663
		Associate	267	\$385	\$460	\$631	\$506	\$476	\$447
201-500 Lawyers	Litigation	Partner	242	\$657	\$935	\$1,075	\$919	\$915	\$846
		Associate	254	\$459	\$648	\$695	\$615	\$609	\$551
	Non-Litigation	Partner	439	\$760	\$997	\$1,423	\$1,100	\$1,005	\$959
		Associate	462	\$557	\$695	\$855	\$726	\$670	\$619
	Litigation	Partner	197	\$711	\$880	\$1,154	\$955	\$944	\$870
		Associate							
501-1,000 Lawyers	Litigation	Partner							
		Associate							
More Than 1,000 Lawyers	Litigation	Partner							
		Associate							

Section III: Practice Area Analysis

Corporate: Other

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	198	\$467	\$565	\$710	\$615	\$594	\$527
	Non-Litigation	Partner	461	\$950	\$1,170	\$1,450	\$1,212	\$1,102	\$1,055
		Associate	471	\$590	\$738	\$985	\$792	\$730	\$706

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	20	\$731	\$797	\$884	\$820	\$774	\$590
	Associate	13	\$531	\$592	\$805	\$653	\$608	\$451
Baltimore MD	Partner	14	\$625	\$773	\$842	\$738	\$680	\$666
	Associate	16	\$332	\$460	\$644	\$472	\$507	\$427
Birmingham AL	Associate	12	\$273	\$292	\$332	\$304	\$295	\$317
Boston MA	Partner	16	\$717	\$796	\$920	\$870	\$785	\$728
	Associate	11	\$445	\$625	\$714	\$612	\$471	\$446
Chicago IL	Partner	60	\$564	\$879	\$1,062	\$837	\$788	\$818
	Associate	46	\$404	\$582	\$745	\$590	\$589	\$595
Denver CO	Partner	15	\$419	\$538	\$622	\$561	\$534	\$552
Kansas City MO	Partner	18	\$442	\$501	\$605	\$539	\$500	\$503
	Associate	11	\$280	\$320	\$329	\$310	\$331	\$294
Los Angeles CA	Partner	55	\$801	\$938	\$1,140	\$968	\$875	\$884
	Associate	72	\$495	\$666	\$855	\$675	\$647	\$675
Miami FL	Partner	30	\$492	\$600	\$833	\$680	\$746	\$717

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miami FL	Associate	16	\$360	\$450	\$571	\$473	\$518	\$542
	Partner	33	\$450	\$558	\$635	\$539	\$503	\$485
Nashville TN	Associate	21	\$248	\$375	\$473	\$367	\$334	\$280
	Partner	121	\$697	\$980	\$1,381	\$1,066	\$1,010	\$1,003
New York NY	Associate	137	\$490	\$682	\$835	\$710	\$684	\$648
	Partner	50	\$598	\$800	\$898	\$764	\$775	\$709
Philadelphia PA	Associate	35	\$325	\$430	\$519	\$497	\$474	\$406
	Partner	12	\$444	\$737	\$827	\$659	\$665	\$664
Pittsburgh PA	Associate	24	\$359	\$465	\$503	\$435	\$408	\$423
	Partner	36	\$429	\$474	\$527	\$476	\$435	\$373
Portland OR	Associate	36	\$429	\$474	\$527	\$476	\$435	\$373
Richmond VA	Partner	11	\$397	\$595	\$690	\$544	\$523	\$452
San Francisco CA	Partner	32	\$556	\$740	\$830	\$772	\$703	\$749
	Associate	16	\$440	\$551	\$763	\$571	\$549	\$516
Seattle WA	Partner	27	\$555	\$760	\$806	\$705	\$729	\$673
	Associate	22	\$395	\$505	\$572	\$482	\$433	\$390

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Washington DC	Partner	333	\$625	\$859	\$1,052	\$863	\$862	\$841
	Associate	315	\$464	\$582	\$715	\$606	\$579	\$564

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	59	\$551	\$705	\$903	\$755	\$804	\$760
	Non-Litigation	217	\$495	\$725	\$935	\$747	\$700	\$679
21 or More Years	Litigation	118	\$678	\$852	\$1,103	\$906	\$856	\$818
	Non-Litigation	383	\$563	\$725	\$1,000	\$804	\$773	\$764

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	15	\$370	\$450	\$589	\$475	\$499	
	Non-Litigation	64	\$395	\$482	\$588	\$492	\$513	\$501
3 to Fewer Than 7 Years	Litigation	33	\$460	\$639	\$739	\$614	\$587	\$536
	Non-Litigation	136	\$390	\$519	\$670	\$548	\$507	\$482
7 or More Years	Litigation	53	\$488	\$581	\$798	\$631	\$615	\$580
	Non-Litigation	156	\$416	\$575	\$800	\$625	\$573	\$566

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	14	\$463	\$629	\$1,085	\$751	\$707	\$557
	Non-Litigation	Partner	115	\$450	\$544	\$617	\$526	\$544	\$525
		Associate	61	\$250	\$306	\$364	\$290	\$305	\$341
51-200 Lawyers	Litigation	Partner	17	\$600	\$700	\$798	\$734	\$685	\$609
	Non-Litigation	Partner	98	\$407	\$492	\$642	\$568	\$553	\$562
		Associate	63	\$325	\$404	\$586	\$469	\$409	\$392
201-500 Lawyers	Litigation	Partner	59	\$528	\$675	\$899	\$706	\$663	\$672
		Associate	43	\$381	\$554	\$673	\$517	\$458	\$469
	Non-Litigation	Partner	111	\$533	\$649	\$777	\$664	\$623	\$616
		Associate	91	\$387	\$474	\$565	\$502	\$439	\$397
501-1,000 Lawyers	Litigation	Partner	74	\$720	\$884	\$1,108	\$940	\$947	\$935
		Associate	84	\$474	\$609	\$807	\$624	\$623	\$596
	Non-Litigation	Partner	247	\$713	\$910	\$1,085	\$948	\$914	\$871
		Associate	269	\$485	\$578	\$695	\$618	\$592	\$557
More Than 1,000 Lawyers	Litigation	Partner	65	\$830	\$895	\$1,246	\$1,010	\$972	\$939
		Associate	76	\$460	\$535	\$745	\$583	\$613	\$602
	Non-Litigation	Partner	190	\$830	\$1,008	\$1,175	\$1,001	\$911	\$918

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Associate	192	\$500	\$661	\$809	\$671	\$631	\$604

Section III: Practice Area Analysis

Employment and Labor

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	52	\$390	\$466	\$566	\$476	\$498	\$489
	Associate	42	\$297	\$348	\$390	\$342	\$328	\$317
Baltimore MD	Partner	24	\$597	\$627	\$813	\$697	\$623	\$592
	Associate	19	\$412	\$500	\$581	\$541	\$457	\$436
Boston MA	Partner	27	\$450	\$578	\$707	\$587	\$549	\$569
	Associate	23	\$367	\$421	\$496	\$430	\$474	\$489
Chicago IL	Partner	108	\$490	\$655	\$768	\$685	\$713	\$652
	Associate	86	\$310	\$395	\$501	\$426	\$452	\$427
Cincinnati OH	Partner	11	\$419	\$488	\$590	\$502	\$439	\$420
Cleveland OH	Partner	36	\$375	\$424	\$510	\$471	\$466	\$467
	Associate	34	\$266	\$295	\$342	\$326	\$312	\$307
Dallas TX	Partner	41	\$379	\$449	\$583	\$496	\$536	\$515
	Associate	20	\$312	\$342	\$383	\$360	\$401	\$358
Denver CO	Partner	28	\$455	\$528	\$664	\$574	\$538	\$530
	Associate	18	\$296	\$329	\$351	\$349	\$313	\$316

Section III: Practice Area Analysis

Employment and Labor

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Houston TX	Partner	21	\$456	\$540	\$667	\$562	\$568	\$591
	Associate	14	\$250	\$270	\$321	\$284	\$295	\$294
Kansas City MO	Partner	19	\$383	\$410	\$434	\$417	\$421	\$407
	Associate	14	\$250	\$270	\$321	\$284	\$295	\$294
Los Angeles CA	Partner	115	\$525	\$666	\$935	\$743	\$694	\$640
	Associate	98	\$325	\$390	\$495	\$446	\$494	\$467
Memphis TN	Partner	12	\$350	\$415	\$468	\$406	\$378	\$381
	Associate	14	\$278	\$415	\$652	\$476	\$424	\$386
Miami FL	Partner	14	\$438	\$486	\$673	\$592	\$615	\$553
	Associate	14	\$278	\$415	\$652	\$476	\$424	\$386
Minneapolis MN	Partner	30	\$454	\$600	\$686	\$572	\$562	\$550
	Associate	19	\$342	\$410	\$475	\$395	\$417	\$428
Nashville TN	Partner	26	\$392	\$458	\$488	\$448	\$429	\$434
	Associate	16	\$251	\$270	\$321	\$279	\$282	\$278
New York NY	Partner	222	\$470	\$605	\$850	\$701	\$680	\$674
	Associate	182	\$325	\$413	\$553	\$488	\$485	\$455
Orlando FL	Partner	11	\$470	\$475	\$475	\$485	\$462	\$466
	Associate	11	\$470	\$475	\$475	\$485	\$462	\$466

Section III: Practice Area Analysis

Employment and Labor

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Philadelphia PA	Partner	99	\$525	\$659	\$810	\$678	\$665	\$655
	Associate	104	\$375	\$442	\$500	\$448	\$428	\$405
Phoenix AZ	Partner	14	\$437	\$536	\$563	\$506	\$514	\$454
Pittsburgh PA	Partner	26	\$519	\$630	\$756	\$644	\$592	\$576
	Associate	26	\$318	\$350	\$392	\$388	\$389	\$367
Portland OR	Associate	26	\$320	\$376	\$428	\$390	\$344	\$344
San Diego CA	Partner	18	\$407	\$456	\$553	\$528	\$564	\$491
	Associate	25	\$300	\$325	\$380	\$351	\$373	\$361
San Francisco CA	Partner	54	\$404	\$576	\$728	\$597	\$566	\$549
	Associate	40	\$303	\$336	\$422	\$368	\$370	\$368
San Jose CA	Partner	15	\$632	\$730	\$856	\$779	\$704	\$722
Seattle WA	Partner	39	\$421	\$500	\$650	\$549	\$498	\$541
	Associate	33	\$307	\$354	\$466	\$411	\$427	\$377
St. Louis MO	Partner	12	\$396	\$435	\$548	\$495	\$485	\$519
Tampa FL	Partner	16	\$370	\$375	\$483	\$440	\$445	\$492

Section III: Practice Area Analysis

Employment and Labor

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Washington DC	Partner	147	\$619	\$730	\$860	\$759	\$736	\$740
	Associate	90	\$420	\$510	\$625	\$521	\$503	\$499

Section III: Practice Area Analysis

Employment and Labor

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	148	\$372	\$475	\$666	\$535	\$513	\$484
	Non-Litigation	303	\$395	\$476	\$634	\$541	\$538	\$522
21 or More Years	Litigation	298	\$443	\$585	\$801	\$648	\$595	\$592
	Non-Litigation	591	\$470	\$580	\$743	\$634	\$620	\$612

Section III: Practice Area Analysis

Employment and Labor

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	37	\$329	\$350	\$420	\$391	\$362	\$316
	Non-Litigation	43	\$298	\$325	\$369	\$343	\$322	\$445
3 to Fewer Than 7 Years	Litigation	89	\$290	\$355	\$455	\$384	\$346	\$331
7 or More Years	Litigation	166	\$322	\$396	\$517	\$435	\$408	\$396
	Non-Litigation	242	\$315	\$380	\$495	\$418	\$416	\$406

Section III: Practice Area Analysis

Employment and Labor

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	58	\$313	\$398	\$496	\$421	\$402	\$411
		Associate	37	\$250	\$280	\$342	\$297	\$311	\$295
	Non-Litigation	Partner	47	\$375	\$450	\$550	\$471	\$452	\$435
		Associate	19	\$265	\$285	\$350	\$297	\$254	\$300
51-200 Lawyers	Litigation	Partner	48	\$300	\$370	\$485	\$405	\$429	\$431
		Associate	24	\$250	\$290	\$345	\$310	\$306	\$318
	Non-Litigation	Partner	126	\$406	\$525	\$723	\$581	\$574	\$550
		Associate	80	\$244	\$289	\$365	\$328	\$358	\$351
201-500 Lawyers	Litigation	Partner	132	\$404	\$476	\$595	\$532	\$505	\$517
		Associate	117	\$304	\$350	\$411	\$385	\$390	\$378
	Non-Litigation	Partner	238	\$375	\$445	\$545	\$491	\$485	\$494
		Associate	135	\$295	\$340	\$413	\$362	\$348	\$351
501-1,000 Lawyers	Litigation	Partner	167	\$475	\$634	\$765	\$682	\$645	\$589
		Associate	140	\$310	\$387	\$475	\$425	\$432	\$392
	Non-Litigation	Partner	403	\$470	\$528	\$665	\$601	\$575	\$574
		Associate	293	\$306	\$335	\$425	\$394	\$400	\$384
More Than 1,000 Lawyers	Litigation	Partner	126	\$628	\$795	\$918	\$791	\$793	\$789

Section III: Practice Area Analysis

Employment and Labor

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	146	\$415	\$495	\$575	\$509	\$510	\$502
	Non-Litigation	Partner	202	\$655	\$750	\$876	\$808	\$796	\$780
		Associate	211	\$380	\$450	\$546	\$494	\$492	\$471

Section III: Practice Area Analysis

Environmental

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Los Angeles CA	Partner	11	\$515	\$550	\$663	\$753	\$568	\$557
	Associate	26	\$298	\$340	\$400	\$382	\$502	\$432
New York NY	Partner	27	\$414	\$525	\$616	\$616	\$656	\$590
	Associate	26	\$298	\$340	\$400	\$382	\$502	\$432
Washington DC	Partner	14	\$660	\$803	\$957	\$812	\$745	\$744
	Associate	18	\$400	\$565	\$695	\$567	\$543	\$475

Section III: Practice Area Analysis

Environmental

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	12	\$348	\$404	\$446	\$428	\$466	\$455
	Non-Litigation	12	\$456	\$515	\$644	\$586	\$475	\$427
21 or More Years	Litigation	33	\$483	\$590	\$662	\$650	\$560	\$548
	Non-Litigation	57	\$448	\$542	\$840	\$681	\$644	\$614

Section III: Practice Area Analysis

Environmental

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
7 or More Years	Litigation	13	\$370	\$425	\$500	\$441	\$368	\$377

Section III: Practice Area Analysis

Environmental

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
51-200 Lawyers	Litigation	Partner	16	\$350	\$415	\$535	\$444	\$464	\$456
	Non-Litigation	Partner	38	\$401	\$474	\$552	\$487	\$506	\$490
		Associate	14	\$294	\$325	\$383	\$361	\$360	\$304
201-500 Lawyers	Litigation	Partner	15	\$550	\$617	\$654	\$598	\$557	\$528
	Non-Litigation	Partner	13	\$530	\$701	\$743	\$695	\$645	\$614
501-1,000 Lawyers	Litigation	Partner	14	\$517	\$583	\$625	\$594	\$593	\$608
		Associate	22	\$400	\$530	\$670	\$525	\$394	\$406
	Non-Litigation	Partner	11	\$809	\$938	\$972	\$871	\$716	\$715
		Associate	12	\$426	\$575	\$642	\$546	\$481	\$473
More Than 1,000 Lawyers	Non-Litigation	Partner	14	\$678	\$948	\$1,440	\$1,085	\$1,002	\$944

Section III: Practice Area Analysis

Finance and Securities

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	50	\$751	\$871	\$1,045	\$897	\$789	\$839
	Associate	55	\$448	\$599	\$743	\$619	\$539	\$548
Baltimore MD	Partner	34	\$566	\$650	\$1,108	\$806	\$649	\$631
	Associate	13	\$360	\$482	\$680	\$526	\$453	\$492
Boston MA	Partner	59	\$735	\$1,016	\$1,340	\$1,062	\$1,076	\$964
	Associate	84	\$518	\$678	\$874	\$701	\$703	\$629
Charlotte NC	Partner	45	\$580	\$692	\$798	\$743	\$779	\$696
	Associate	40	\$355	\$440	\$640	\$529	\$532	\$465
Chicago IL	Partner	172	\$751	\$1,000	\$1,324	\$1,066	\$1,034	\$1,001
	Associate	152	\$523	\$630	\$851	\$682	\$677	\$598
Cincinnati OH	Associate	14	\$250	\$278	\$317	\$278	\$266	\$254
Cleveland OH	Partner	54	\$450	\$495	\$627	\$578	\$552	\$568
Dallas TX	Partner	46	\$572	\$925	\$1,072	\$897	\$925	\$847
	Associate	52	\$484	\$625	\$751	\$628	\$606	\$597
Denver CO	Partner	20	\$473	\$510	\$584	\$549	\$529	\$513

Section III: Practice Area Analysis

Finance and Securities

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Denver CO	Associate	21	\$303	\$335	\$379	\$353	\$336	\$315
	Partner	32	\$855	\$1,345	\$1,526	\$1,212	\$1,229	\$1,075
Houston TX	Associate	40	\$530	\$691	\$836	\$669	\$663	\$614
	Partner	28	\$500	\$570	\$665	\$589	\$520	\$469
Kansas City MO	Associate	14	\$356	\$395	\$436	\$388	\$349	\$322
	Partner	148	\$795	\$1,166	\$1,372	\$1,109	\$1,096	\$1,072
Los Angeles CA	Associate	217	\$517	\$759	\$993	\$760	\$844	\$756
	Partner	23	\$492	\$591	\$779	\$661	\$683	\$687
Miami FL	Associate	16	\$385	\$467	\$604	\$524	\$428	\$457
	Partner	20	\$626	\$841	\$876	\$782	\$717	\$693
Minneapolis MN	Associate	829	\$587	\$813	\$1,067	\$827	\$809	\$750
	Partner	629	\$973	\$1,330	\$1,650	\$1,302	\$1,264	\$1,182
New York NY	Associate	69	\$410	\$459	\$575	\$525	\$476	\$476
	Partner	75	\$700	\$875	\$989	\$891	\$876	\$823
Philadelphia PA	Associate	26	\$384	\$425	\$480	\$459	\$468	\$472
	Partner	26	\$384	\$425	\$480	\$459	\$468	\$472

Section III: Practice Area Analysis

Finance and Securities

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Phoenix AZ	Associate	12	\$184	\$215	\$271	\$250	\$254	\$239
	Partner	48	\$491	\$668	\$872	\$695	\$757	\$657
Pittsburgh PA	Associate	35	\$425	\$503	\$559	\$508	\$466	\$396
	Partner	15	\$369	\$409	\$515	\$425	\$394	\$350
Portland OR	Associate	15	\$369	\$409	\$515	\$425	\$394	\$350
Richmond VA	Partner	28	\$766	\$878	\$1,029	\$907	\$797	\$780
San Diego CA	Partner	16	\$355	\$565	\$783	\$680	\$831	\$819
San Francisco CA	Partner	31	\$798	\$969	\$1,054	\$954	\$1,051	\$1,052
	Associate	29	\$580	\$702	\$890	\$723	\$722	\$697
San Jose CA	Partner	11	\$1,120	\$1,473	\$1,669	\$1,359	\$1,343	\$1,197
Seattle WA	Partner	32	\$480	\$518	\$668	\$580	\$591	\$561
	Associate	24	\$299	\$355	\$522	\$404	\$472	\$472
Washington DC	Partner	162	\$795	\$1,000	\$1,330	\$1,064	\$1,038	\$971
	Associate	86	\$510	\$670	\$905	\$715	\$703	\$646

Section III: Practice Area Analysis

Finance and Securities

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	52	\$471	\$574	\$780	\$672	\$626	\$564
	Non-Litigation	510	\$550	\$792	\$1,230	\$901	\$931	\$864
21 or More Years	Litigation	83	\$542	\$683	\$1,005	\$801	\$788	\$809
	Non-Litigation	851	\$675	\$995	\$1,450	\$1,057	\$1,058	\$987

Section III: Practice Area Analysis

Finance and Securities

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Non-Litigation	124	\$343	\$485	\$675	\$520	\$571	\$578
	Litigation	19	\$288	\$360	\$456	\$375	\$340	\$376
3 to Fewer Than 7 Years	Non-Litigation	232	\$361	\$526	\$800	\$601	\$608	\$518
	Litigation	28	\$304	\$515	\$730	\$548	\$511	\$491
7 or More Years	Non-Litigation	312	\$445	\$663	\$1,000	\$743	\$749	\$717
	Litigation							

Section III: Practice Area Analysis

Finance and Securities

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Non-Litigation	Partner	117	\$381	\$487	\$624	\$535	\$524	\$493
		Associate	68	\$275	\$340	\$432	\$378	\$370	\$339
51-200 Lawyers	Litigation	Partner	24	\$358	\$460	\$690	\$533	\$510	\$560
		Associate	12	\$257	\$363	\$577	\$412	\$407	\$391
	Non-Litigation	Partner	229	\$416	\$500	\$716	\$584	\$604	\$577
		Associate	146	\$271	\$380	\$479	\$412	\$404	\$377
201-500 Lawyers	Litigation	Partner	32	\$447	\$540	\$631	\$573	\$608	\$595
		Associate	50	\$276	\$302	\$392	\$348	\$347	\$361
	Non-Litigation	Partner	325	\$545	\$740	\$1,111	\$840	\$848	\$797
		Associate	290	\$369	\$535	\$721	\$569	\$551	\$540
501-1,000 Lawyers	Litigation	Partner	47	\$676	\$886	\$1,090	\$933	\$907	\$903
		Associate	50	\$485	\$547	\$636	\$590	\$523	\$495
	Non-Litigation	Partner	564	\$871	\$1,100	\$1,565	\$1,198	\$1,182	\$1,092
		Associate	662	\$565	\$733	\$965	\$783	\$787	\$712
More Than 1,000 Lawyers	Litigation	Partner	54	\$645	\$838	\$1,113	\$905	\$859	\$917
		Associate	41	\$438	\$577	\$828	\$655	\$572	\$556
	Non-Litigation	Partner	566	\$950	\$1,250	\$1,525	\$1,243	\$1,197	\$1,127

Section III: Practice Area Analysis

Finance and Securities

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Associate	633	\$595	\$820	\$1,053	\$827	\$812	\$746

Section III: Practice Area Analysis

General Liability - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	16	\$238	\$300	\$550	\$427	\$407	\$426
	Associate	13	\$210	\$270	\$598	\$386	\$276	\$269
Baltimore MD	Partner	16	\$488	\$600	\$625	\$536	\$624	\$619
	Associate	24	\$400	\$448	\$513	\$445	\$484	\$445
Birmingham AL	Partner	12	\$400	\$480	\$564	\$457	\$360	\$345
Boston MA	Partner	14	\$185	\$225	\$331	\$345	\$381	\$374
	Associate	11	\$170	\$180	\$275	\$220	\$357	\$290
Charleston WV	Partner	11	\$200	\$268	\$310	\$261	\$265	\$268
Chicago IL	Partner	41	\$215	\$320	\$895	\$538	\$539	\$497
	Associate	31	\$225	\$235	\$353	\$373	\$409	\$296
Dallas TX	Partner	11	\$190	\$250	\$434	\$316	\$335	\$295
Indianapolis IN	Partner	14	\$220	\$250	\$472	\$365	\$318	\$348
Jackson MS	Partner	54	\$283	\$319	\$375	\$337	\$383	\$373
	Associate	34	\$225	\$240	\$251	\$240	\$245	\$250
Kansas City MO	Partner	14	\$304	\$398	\$549	\$406	\$432	\$478

Section III: Practice Area Analysis

General Liability - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Kansas City MO	Associate	14	\$250	\$325	\$368	\$297	\$305	\$315
	Partner	40	\$410	\$835	\$995	\$744	\$604	\$515
Los Angeles CA	Associate	38	\$361	\$475	\$735	\$533	\$514	\$390
	Partner	15	\$162	\$165	\$278	\$249	\$257	\$267
Miami FL	Partner	14	\$339	\$340	\$675	\$449	\$371	\$355
Minneapolis MN	Partner	13	\$275	\$295	\$300	\$308	\$330	\$333
Nashville TN	Associate	27	\$212	\$238	\$242	\$230	\$221	\$225
	Partner	31	\$285	\$315	\$335	\$311	\$301	\$308
New Orleans LA	Associate	80	\$175	\$300	\$400	\$332	\$384	\$367
	Partner	81	\$295	\$530	\$662	\$572	\$597	\$518
New York NY	Associate	53	\$412	\$430	\$565	\$444	\$414	\$381
	Partner	41	\$475	\$625	\$715	\$604	\$530	\$484
Philadelphia PA	Associate	11	\$183	\$215	\$247	\$240	\$210	\$179
	Partner	12	\$236	\$275	\$401	\$315	\$353	\$281
Phoenix AZ	Associate	11	\$245	\$334	\$435	\$356	\$319	\$334
Pittsburgh PA	Associate	11	\$245	\$334	\$435	\$356	\$319	\$334

Section III: Practice Area Analysis

General Liability - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Portland OR	Partner	11	\$288	\$305	\$333	\$318	\$291	\$276
	Associate	14	\$284	\$430	\$525	\$484	\$458	\$400
San Francisco CA	Partner	13	\$288	\$430	\$430	\$375	\$404	\$346
	Associate	17	\$200	\$300	\$357	\$303	\$360	\$353
St. Louis MO	Partner	49	\$895	\$950	\$950	\$953	\$870	\$817
	Associate	37	\$486	\$670	\$695	\$575	\$558	\$559
Washington DC	Partner							
	Associate							

Section III: Practice Area Analysis

General Liability - Litigation only

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	185	\$250	\$370	\$675	\$496	\$465	\$415
21 or More Years	Litigation	388	\$270	\$387	\$614	\$472	\$481	\$455

Section III: Practice Area Analysis

General Liability - Litigation only

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	12	\$195	\$228	\$276	\$236	\$275	
3 to Fewer Than 7 Years	Litigation	74	\$240	\$333	\$435	\$374	\$359	\$320
7 or More Years	Litigation	133	\$250	\$375	\$470	\$393	\$394	\$350

Section III: Practice Area Analysis

General Liability - Litigation only

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	206	\$210	\$275	\$340	\$293	\$273	\$257
		Associate	131	\$165	\$210	\$250	\$223	\$213	\$201
51-200 Lawyers	Litigation	Partner	207	\$225	\$319	\$384	\$330	\$322	\$314
		Associate	156	\$200	\$225	\$263	\$236	\$227	\$222
201-500 Lawyers	Litigation	Associate	93	\$280	\$330	\$400	\$344	\$328	\$312
501-1,000 Lawyers	Litigation	Partner	107	\$575	\$700	\$950	\$752	\$710	\$651
		Associate	99	\$392	\$464	\$599	\$492	\$489	\$432
More Than 1,000 Lawyers	Litigation	Partner	85	\$715	\$895	\$1,060	\$912	\$890	\$834
		Associate	97	\$430	\$525	\$616	\$547	\$577	\$577

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Albany NY	Partner	13	\$150	\$150	\$195	\$168	\$181	\$182
	Associate	127	\$165	\$187	\$240	\$208	\$195	\$202
Atlanta GA	Partner	112	\$180	\$190	\$235	\$244	\$227	\$256
	Associate	127	\$165	\$187	\$240	\$208	\$195	\$202
Baltimore MD	Partner	40	\$175	\$184	\$195	\$213	\$210	\$262
	Associate	49	\$150	\$160	\$180	\$180	\$180	\$183
Baton Rouge LA	Partner	13	\$170	\$171	\$243	\$192	\$182	\$174
	Associate	26	\$155	\$155	\$190	\$177	\$170	\$168
Birmingham AL	Partner	38	\$154	\$180	\$194	\$328	\$297	\$222
	Associate	26	\$155	\$155	\$190	\$177	\$170	\$168
Boston MA	Partner	48	\$180	\$213	\$220	\$262	\$235	\$235
	Associate	34	\$155	\$175	\$185	\$234	\$264	\$230
Buffalo NY	Partner	71	\$160	\$175	\$200	\$181	\$177	\$182
	Associate	62	\$140	\$147	\$160	\$150	\$151	\$148
Charleston SC	Partner	15	\$170	\$175	\$200	\$191	\$199	\$197
	Associate	16	\$145	\$165	\$165	\$156	\$153	\$148
Charleston WV	Partner	53	\$169	\$175	\$191	\$196	\$195	\$194

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Charleston WV	Associate	17	\$150	\$160	\$165	\$164	\$182	\$190
	Partner	22	\$180	\$185	\$195	\$202	\$218	\$187
Charlotte NC	Associate	13	\$158	\$168	\$205	\$199	\$191	\$162
	Partner	191	\$180	\$215	\$276	\$262	\$270	\$265
Chicago IL	Associate	159	\$159	\$178	\$220	\$202	\$203	\$224
	Partner	20	\$155	\$165	\$180	\$182	\$181	\$180
Cincinnati OH	Associate	15	\$140	\$155	\$205	\$170	\$170	\$160
	Partner	40	\$174	\$180	\$184	\$186	\$186	\$182
Cleveland OH	Associate	34	\$160	\$160	\$160	\$161	\$165	\$159
	Partner	46	\$180	\$180	\$190	\$183	\$182	\$172
Columbia SC	Associate	41	\$160	\$165	\$170	\$163	\$163	\$156
	Partner	19	\$170	\$173	\$177	\$178	\$170	\$175
Columbus OH	Associate	11	\$146	\$155	\$162	\$166	\$151	\$150
	Partner	60	\$182	\$225	\$275	\$265	\$246	\$242
Dallas TX	Associate	44	\$165	\$193	\$220	\$216	\$192	\$189
	Partner							

Section III: Practice Area Analysis

Insurance Defense - Litigation only By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Denver CO	Partner	42	\$161	\$180	\$226	\$198	\$190	\$185
	Associate	46	\$140	\$150	\$170	\$160	\$163	\$162
Des Moines IA	Partner	13	\$169	\$190	\$200	\$183	\$179	\$176
Detroit MI	Partner	123	\$160	\$173	\$175	\$182	\$194	\$175
	Associate	116	\$153	\$162	\$162	\$159	\$164	\$154
Greenville SC	Associate	15	\$140	\$165	\$165	\$167	\$160	\$160
Harrisburg PA	Partner	21	\$162	\$167	\$200	\$178	\$179	\$176
Hartford CT	Partner	19	\$190	\$223	\$460	\$331	\$326	\$272
	Associate	14	\$174	\$181	\$211	\$214	\$210	\$211
Honolulu HI	Partner	11	\$152	\$195	\$219	\$186	\$190	\$180
Houston TX	Partner	52	\$193	\$225	\$270	\$307	\$323	\$298
	Associate	38	\$180	\$200	\$225	\$232	\$232	\$238
Indianapolis IN	Partner	27	\$155	\$176	\$185	\$175	\$164	\$176
Jackson MS	Partner	19	\$135	\$155	\$200	\$178	\$194	\$194
Jacksonville FL	Partner	17	\$180	\$180	\$183	\$181	\$181	\$178

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Kansas City MO	Partner	49	\$185	\$232	\$278	\$249	\$238	\$198
	Associate	44	\$170	\$185	\$204	\$190	\$179	\$184
Las Vegas NV	Partner	33	\$185	\$215	\$230	\$209	\$204	\$206
Lexington KY	Partner	14	\$160	\$161	\$164	\$162	\$164	\$165
	Associate	27	\$140	\$140	\$143	\$142	\$140	\$138
Little Rock AR	Partner	14	\$165	\$190	\$205	\$316	\$321	\$230
Los Angeles CA	Partner	306	\$225	\$240	\$266	\$291	\$306	\$332
	Associate	225	\$185	\$200	\$225	\$227	\$224	\$219
Louisville KY	Partner	15	\$133	\$154	\$167	\$176	\$162	\$153
Miami FL	Partner	98	\$180	\$185	\$220	\$228	\$239	\$232
	Associate	69	\$168	\$174	\$199	\$196	\$178	\$165
Milwaukee WI	Partner	27	\$175	\$185	\$185	\$191	\$192	\$192
Minneapolis MN	Partner	70	\$175	\$180	\$224	\$208	\$205	\$211
	Associate	40	\$160	\$165	\$185	\$171	\$175	\$183
Morgantown WV	Partner	12	\$160	\$169	\$181	\$171	\$168	\$167

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Nashville TN	Partner	22	\$165	\$175	\$185	\$188	\$183	\$170
	Associate	15	\$146	\$150	\$169	\$165	\$144	\$132
New Orleans LA	Partner	45	\$175	\$195	\$225	\$256	\$197	\$242
	Associate	18	\$149	\$171	\$177	\$169	\$147	\$157
New York NY	Partner	299	\$175	\$200	\$230	\$265	\$261	\$259
	Associate	256	\$159	\$175	\$200	\$244	\$242	\$210
Oklahoma City OK	Partner	14	\$150	\$155	\$225	\$196	\$275	\$210
Orlando FL	Partner	33	\$166	\$180	\$180	\$186	\$178	\$168
	Associate	25	\$150	\$155	\$170	\$159	\$161	\$152
Philadelphia PA	Partner	219	\$175	\$185	\$215	\$207	\$225	\$230
	Associate	201	\$160	\$170	\$196	\$192	\$191	\$189
Phoenix AZ	Partner	74	\$175	\$190	\$220	\$215	\$237	\$211
	Associate	54	\$175	\$191	\$210	\$198	\$194	\$188
Pittsburgh PA	Partner	60	\$170	\$175	\$175	\$176	\$170	\$172
	Associate	53	\$155	\$160	\$160	\$160	\$158	\$158

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Portland OR	Partner	28	\$190	\$230	\$255	\$245	\$243	\$238
	Associate	25	\$171	\$187	\$200	\$196	\$198	\$191
Providence RI	Partner	15	\$174	\$175	\$223	\$203	\$196	\$193
Raleigh NC	Partner	15	\$183	\$190	\$195	\$196	\$200	\$226
	Associate	14	\$140	\$158	\$165	\$176	\$191	\$179
Richmond VA	Partner	34	\$178	\$195	\$200	\$330	\$317	\$311
	Associate	20	\$166	\$175	\$200	\$180	\$181	\$178
Salt Lake City UT	Partner	27	\$171	\$199	\$249	\$223	\$205	\$214
San Diego CA	Partner	52	\$215	\$253	\$346	\$438	\$454	\$449
San Francisco CA	Partner	165	\$217	\$250	\$280	\$305	\$314	\$344
	Associate	65	\$180	\$195	\$240	\$226	\$237	\$210
Seattle WA	Partner	55	\$197	\$250	\$375	\$344	\$339	\$306
	Associate	28	\$177	\$190	\$240	\$213	\$208	\$208
Springfield IL	Partner	12	\$165	\$166	\$166	\$165	\$165	\$171
St. Louis MO	Partner	39	\$166	\$180	\$210	\$202	\$186	\$196

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Tampa FL	Partner	36	\$176	\$184	\$220	\$202	\$201	\$202
	Associate	38	\$180	\$205	\$235	\$205	\$198	\$181
Tulsa OK	Partner	15	\$150	\$150	\$225	\$195	\$190	\$193
	Associate	19	\$225	\$235	\$242	\$229	\$218	\$212
Washington DC	Partner	62	\$250	\$510	\$883	\$633	\$598	\$599
	Associate	36	\$351	\$565	\$832	\$573	\$528	\$511

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	773	\$175	\$187	\$225	\$221	\$217	\$219
21 or More Years	Litigation	1,599	\$170	\$190	\$230	\$224	\$219	\$217

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	124	\$160	\$175	\$200	\$192	\$179	\$194
3 to Fewer Than 7 Years	Litigation	330	\$160	\$180	\$215	\$226	\$216	\$207
7 or More Years	Litigation	503	\$155	\$175	\$200	\$208	\$207	\$203

Section III: Practice Area Analysis

Insurance Defense - Litigation only

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	1,480	\$165	\$180	\$215	\$217	\$210	\$209
		Associate	1,072	\$145	\$161	\$185	\$172	\$170	\$165
51-200 Lawyers	Litigation	Partner	870	\$175	\$190	\$224	\$213	\$216	\$207
		Associate	668	\$160	\$170	\$188	\$178	\$181	\$175
201-500 Lawyers	Litigation	Partner	435	\$225	\$245	\$280	\$310	\$325	\$308
		Associate	274	\$185	\$200	\$240	\$240	\$231	\$224
501-1,000 Lawyers	Litigation	Partner	106	\$230	\$275	\$475	\$410	\$423	\$476
		Associate	100	\$200	\$270	\$514	\$376	\$340	\$357
More Than 1,000 Lawyers	Litigation	Partner	36	\$800	\$1,038	\$1,233	\$1,012	\$967	\$903
		Associate	62	\$489	\$624	\$863	\$654	\$615	\$607

Section III: Practice Area Analysis

Intellectual Property: Other

By City

2022 — Real Rates for Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	Partner	13	\$575	\$700	\$875	\$734	\$729	\$885

Section III: Practice Area Analysis

Intellectual Property: Other

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Non-Litigation	12	\$300	\$559	\$724	\$600	\$583	\$571
	Litigation	11	\$587	\$625	\$702	\$672	\$751	\$774
21 or More Years	Non-Litigation	29	\$510	\$700	\$875	\$711	\$699	\$713

Section III: Practice Area Analysis

Intellectual Property: Other

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Non-Litigation	Partner	12	\$299	\$368	\$507	\$420	\$448	\$499
201-500 Lawyers	Non-Litigation	Partner	16	\$416	\$524	\$587	\$538	\$510	\$501
More Than 1,000 Lawyers	Non-Litigation	Partner	15	\$824	\$965	\$1,105	\$968	\$926	\$967
		Associate	14	\$453	\$595	\$650	\$585	\$562	\$497

Section III: Practice Area Analysis

Intellectual Property: Patents By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	15	\$621	\$692	\$782	\$699	\$618	\$587
	Associate	16	\$451	\$502	\$608	\$520	\$494	\$457
Austin TX	Partner	21	\$535	\$743	\$858	\$680	\$660	\$598
	Associate	24	\$401	\$569	\$683	\$530	\$506	\$516
Boston MA	Partner	31	\$550	\$693	\$836	\$675	\$682	\$654
	Associate	14	\$351	\$483	\$747	\$527	\$480	\$487
Chicago IL	Partner	30	\$447	\$573	\$849	\$693	\$629	\$644
	Associate	22	\$395	\$495	\$595	\$504	\$499	\$474
Cleveland OH	Associate	22	\$150	\$200	\$211	\$239	\$240	\$264
Dallas TX	Partner	11	\$728	\$924	\$995	\$886	\$748	\$685
	Associate	13	\$608	\$690	\$758	\$667	\$568	\$574
Houston TX	Partner	23	\$325	\$492	\$876	\$632	\$564	\$566
	Associate	45	\$200	\$245	\$335	\$297	\$257	\$237
Los Angeles CA	Partner	28	\$708	\$950	\$1,100	\$943	\$873	\$852
	Associate	83	\$575	\$765	\$890	\$736	\$698	\$660

Section III: Practice Area Analysis

Intellectual Property: Patents

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	Partner	45	\$618	\$895	\$1,089	\$866	\$817	\$772
	Associate	57	\$519	\$625	\$859	\$662	\$601	\$561
Philadelphia PA	Partner	31	\$603	\$746	\$840	\$758	\$670	\$686
	Associate	26	\$391	\$423	\$475	\$432	\$384	\$392
Salt Lake City UT	Partner	12	\$350	\$371	\$413	\$381	\$285	\$334
San Francisco CA	Partner	28	\$767	\$1,085	\$1,307	\$1,038	\$939	\$904
	Associate	27	\$464	\$690	\$897	\$684	\$637	\$634
San Jose CA	Partner	14	\$527	\$784	\$1,079	\$791	\$752	\$748
	Associate	14	\$451	\$632	\$832	\$704	\$610	\$418
Washington DC	Partner	103	\$589	\$900	\$1,035	\$853	\$806	\$738
	Associate	91	\$386	\$695	\$823	\$648	\$545	\$528

Section III: Practice Area Analysis

Intellectual Property: Patents

By Matter Type and YOY

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	91	\$694	\$893	\$996	\$856	\$746	\$710
	Non-Litigation	91	\$408	\$525	\$755	\$603	\$526	\$521
21 or More Years	Litigation	109	\$623	\$895	\$1,105	\$878	\$847	\$817
	Non-Litigation	111	\$422	\$623	\$871	\$692	\$619	\$582

Section III: Practice Area Analysis

Intellectual Property: Patents

By Matter Type and YOY

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Non-Litigation	18	\$326	\$403	\$512	\$427	\$341	
	Litigation	51	\$485	\$670	\$852	\$652	\$545	\$503
3 to Fewer Than 7 Years	Non-Litigation	27	\$386	\$690	\$874	\$651	\$490	\$388
	Litigation	56	\$555	\$695	\$886	\$706	\$628	\$575
7 or More Years	Litigation							

Section III: Practice Area Analysis

Intellectual Property: Patents

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	34	\$409	\$539	\$629	\$562	\$551	\$556
		Associate	14	\$311	\$499	\$625	\$488	\$410	\$390
	Non-Litigation	Partner	40	\$295	\$335	\$395	\$365	\$391	\$384
		Associate	56	\$202	\$248	\$312	\$282	\$301	\$305
51-200 Lawyers	Litigation	Partner	28	\$612	\$745	\$838	\$766	\$629	\$596
		Associate	18	\$298	\$453	\$730	\$511	\$426	\$394
	Non-Litigation	Partner	65	\$434	\$520	\$620	\$549	\$520	\$523
		Associate	26	\$312	\$367	\$445	\$387	\$335	\$336
201-500 Lawyers	Litigation	Partner	39	\$608	\$764	\$989	\$802	\$766	\$705
		Associate	29	\$425	\$505	\$664	\$561	\$475	\$436
	Non-Litigation	Partner	50	\$427	\$542	\$723	\$588	\$603	\$588
		Associate	35	\$331	\$391	\$465	\$410	\$415	\$398
501-1,000 Lawyers	Litigation	Partner	88	\$760	\$950	\$1,155	\$988	\$905	\$884
		Associate	108	\$532	\$695	\$886	\$708	\$648	\$644
	Non-Litigation	Partner	48	\$763	\$862	\$1,057	\$937	\$870	\$807
		Associate	80	\$420	\$581	\$698	\$592	\$563	\$546

Section III: Practice Area Analysis

Intellectual Property: Patents

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Partner	63	\$873	\$946	\$1,073	\$985	\$973	\$922
		Associate	83	\$555	\$742	\$796	\$707	\$668	\$612
	Non-Litigation	Partner	28	\$772	\$1,095	\$1,197	\$982	\$875	\$884
		Associate	48	\$589	\$803	\$899	\$723	\$657	\$613

Section III: Practice Area Analysis

Intellectual Property: Trademarks By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Chicago IL	Partner	22	\$420	\$723	\$808	\$638	\$609	\$653
	Associate	13	\$300	\$395	\$635	\$458	\$408	\$401
New York NY	Partner	15	\$458	\$593	\$941	\$678	\$659	\$637
	Associate	13	\$300	\$395	\$635	\$458	\$408	\$401
Washington DC	Partner	22	\$520	\$660	\$936	\$711	\$702	\$715
	Associate	17	\$390	\$542	\$695	\$532	\$542	\$475

Section III: Practice Area Analysis

Intellectual Property: Trademarks

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Non-Litigation	21	\$454	\$489	\$734	\$598	\$595	\$586
	Litigation	12	\$693	\$886	\$1,035	\$848	\$708	\$639
21 or More Years	Non-Litigation	54	\$500	\$589	\$699	\$614	\$627	\$643

Section III: Practice Area Analysis

Intellectual Property: Trademarks

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
3 to Fewer Than 7 Years	Non-Litigation	13	\$357	\$383	\$410	\$402	\$353	\$360

Section III: Practice Area Analysis

Intellectual Property: Trademarks

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Non-Litigation	Partner	25	\$383	\$420	\$495	\$448	\$468	\$511
		Associate	17	\$260	\$300	\$319	\$293	\$294	\$312
201-500 Lawyers	Non-Litigation	Partner	24	\$500	\$589	\$660	\$582	\$606	\$585
		Associate	22	\$346	\$400	\$435	\$395	\$377	\$374
501-1,000 Lawyers	Non-Litigation	Partner	22	\$523	\$702	\$928	\$692	\$701	\$693
		Associate	12	\$394	\$574	\$670	\$536	\$505	\$485
More Than 1,000 Lawyers	Non-Litigation	Partner	23	\$698	\$820	\$1,014	\$850	\$836	\$818
		Associate	17	\$410	\$492	\$700	\$546	\$529	\$480

Section III: Practice Area Analysis

Real Estate

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	41	\$301	\$408	\$545	\$452	\$388	\$379
	Associate	38	\$250	\$300	\$413	\$329	\$317	\$290
Baltimore MD	Partner	24	\$300	\$315	\$395	\$338	\$331	\$382
	Associate	20	\$275	\$285	\$300	\$282	\$263	\$340
Birmingham AL	Partner	18	\$293	\$301	\$335	\$321	\$318	\$319
	Associate	14	\$220	\$250	\$285	\$254	\$255	\$268
Boston MA	Partner	36	\$250	\$396	\$529	\$453	\$449	\$366
	Associate	41	\$225	\$260	\$435	\$342	\$316	\$269
Bridgeport CT	Partner	15	\$265	\$400	\$600	\$433	\$427	\$401
Charlotte NC	Associate	12	\$225	\$238	\$260	\$252	\$246	\$258
Chicago IL	Partner	58	\$272	\$384	\$716	\$518	\$548	\$456
	Associate	52	\$249	\$396	\$557	\$410	\$392	\$341
Cincinnati OH	Partner	12	\$429	\$467	\$575	\$493	\$445	\$416
	Associate	22	\$286	\$307	\$339	\$308	\$306	\$277
Cleveland OH	Partner	32	\$250	\$403	\$500	\$391	\$403	\$386

Section III: Practice Area Analysis

Real Estate

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Cleveland OH	Associate	23	\$180	\$250	\$299	\$255	\$241	\$237
Dallas TX	Partner	32	\$373	\$488	\$525	\$471	\$462	\$371
	Associate	30	\$210	\$295	\$300	\$292	\$284	\$285
Denver CO	Partner	31	\$360	\$498	\$644	\$519	\$504	\$453
	Associate	24	\$270	\$275	\$398	\$342	\$289	\$271
Hartford CT	Partner	12	\$273	\$365	\$730	\$503	\$436	\$381
Honolulu HI	Partner	13	\$245	\$276	\$300	\$280	\$305	\$276
Houston TX	Associate	22	\$269	\$324	\$350	\$311	\$330	\$329
Indianapolis IN	Partner	17	\$253	\$400	\$405	\$373	\$379	\$375
	Associate	16	\$237	\$260	\$260	\$258	\$257	\$238
Jacksonville FL	Partner	11	\$299	\$313	\$348	\$390	\$443	\$379
Kansas City MO	Partner	23	\$344	\$385	\$483	\$439	\$337	\$327
	Associate	24	\$240	\$250	\$315	\$281	\$239	\$232
Los Angeles CA	Partner	106	\$342	\$400	\$722	\$510	\$510	\$487
	Associate	112	\$298	\$395	\$592	\$438	\$409	\$358

Section III: Practice Area Analysis

Real Estate

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miami FL	Partner	69	\$300	\$488	\$695	\$505	\$453	\$396
	Associate	59	\$221	\$290	\$461	\$344	\$331	\$286
Minneapolis MN	Partner	14	\$250	\$260	\$400	\$364	\$326	\$257
New York NY	Partner	155	\$350	\$480	\$714	\$586	\$559	\$545
	Associate	134	\$290	\$325	\$548	\$445	\$413	\$363
Orlando FL	Partner	12	\$313	\$400	\$400	\$403	\$396	\$394
	Associate	13	\$220	\$248	\$260	\$258	\$280	\$255
Philadelphia PA	Partner	70	\$347	\$447	\$712	\$522	\$475	\$450
	Associate	58	\$325	\$435	\$550	\$425	\$370	\$328
Phoenix AZ	Partner	24	\$300	\$330	\$375	\$364	\$297	\$306
Pittsburgh PA	Partner	16	\$295	\$380	\$425	\$361	\$360	\$294
	Associate	11	\$175	\$186	\$320	\$256	\$214	\$212
Portland ME	Partner	15	\$250	\$385	\$410	\$337	\$381	\$253
San Diego CA	Partner	30	\$250	\$306	\$489	\$457	\$439	\$400
	Associate	16	\$225	\$225	\$255	\$260	\$266	\$255

Section III: Practice Area Analysis

Real Estate

By City

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
San Francisco CA	Partner	42	\$338	\$390	\$675	\$524	\$496	\$486
	Associate	21	\$265	\$586	\$948	\$613	\$534	\$435
Seattle WA	Partner	26	\$331	\$472	\$695	\$535	\$536	\$489
	Associate	14	\$270	\$319	\$530	\$387	\$361	\$368
St. Louis MO	Partner	24	\$350	\$353	\$399	\$390	\$366	\$375
Tampa FL	Partner	25	\$310	\$345	\$540	\$417	\$436	\$367
	Associate	11	\$280	\$288	\$297	\$287	\$277	\$278
Washington DC	Partner	41	\$391	\$540	\$795	\$625	\$575	\$460
	Associate	17	\$233	\$275	\$488	\$387	\$452	\$385

Section III: Practice Area Analysis

Real Estate

By Matter Type and YOE

2022 — Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	102	\$307	\$400	\$525	\$429	\$423	\$387
	Non-Litigation	246	\$275	\$330	\$430	\$393	\$385	\$384
21 or More Years	Litigation	218	\$295	\$375	\$601	\$461	\$496	\$381
	Non-Litigation	578	\$295	\$388	\$578	\$484	\$450	\$429

Section III: Practice Area Analysis

Real Estate

By Matter Type and YOE

2022 — Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	11	\$255	\$293	\$330	\$295	\$280	
	Non-Litigation	44	\$245	\$325	\$467	\$361	\$301	\$430
3 to Fewer Than 7 Years	Litigation	28	\$202	\$273	\$348	\$299	\$315	\$250
7 or More Years	Litigation	51	\$249	\$295	\$427	\$336	\$314	\$283
	Non-Litigation	193	\$227	\$285	\$468	\$354	\$327	\$305

Section III: Practice Area Analysis

Real Estate

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Litigation	Partner	137	\$252	\$310	\$400	\$347	\$312	\$302
		Associate	95	\$206	\$250	\$315	\$262	\$246	\$228
	Non-Litigation	Partner	376	\$250	\$300	\$386	\$328	\$315	\$312
		Associate	260	\$200	\$225	\$275	\$240	\$229	\$235
51-200 Lawyers	Litigation	Partner	113	\$295	\$400	\$545	\$431	\$439	\$344
		Associate	66	\$196	\$315	\$425	\$324	\$298	\$238
	Non-Litigation	Partner	231	\$295	\$353	\$480	\$397	\$405	\$377
		Associate	140	\$225	\$260	\$321	\$285	\$269	\$265
201-500 Lawyers	Litigation	Partner	83	\$341	\$430	\$601	\$493	\$467	\$441
		Associate	66	\$280	\$299	\$350	\$337	\$331	\$311
	Non-Litigation	Partner	208	\$325	\$400	\$505	\$458	\$436	\$434
		Associate	193	\$253	\$288	\$326	\$321	\$308	\$305
501-1,000 Lawyers	Non-Litigation	Partner	99	\$525	\$648	\$785	\$681	\$635	\$640

Section III: Practice Area Analysis

Real Estate

By Firm Size and Matter Type

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
501-1,000 Lawyers	Non-Litigation	Associate	108	\$340	\$475	\$585	\$497	\$448	\$421
		Partner	66	\$726	\$875	\$1,108	\$986	\$877	\$837
More Than 1,000 Lawyers	Non-Litigation	Associate	83	\$470	\$595	\$641	\$623	\$600	\$541
		Partner							

Section IV: In-Depth Analysis for Select US Cities

All data and analysis based on
data collected thru Q2 2022

Section IV: In-Depth Analysis for Select US Cities

Boston MA

By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	More Than 1,000 Lawyers	Associate	14	\$695	\$818	\$977	\$831	\$787	\$767
Corporate: Other	51-200 Lawyers	Associate	16	\$301	\$450	\$586	\$447	\$455	\$455
	More Than 1,000 Lawyers	Partner	15	\$818	\$902	\$1,033	\$961	\$1,035	\$831
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	15	\$1,016	\$1,230	\$1,506	\$1,226	\$1,134	\$998
		Associate	13	\$526	\$645	\$698	\$680	\$654	\$635
	More Than 1,000 Lawyers	Partner	13	\$1,118	\$1,300	\$1,498	\$1,313	\$1,189	\$1,085
		Associate	32	\$650	\$775	\$1,000	\$817	\$799	\$725
Insurance Defense: Other	51-200 Lawyers	Partner	14	\$220	\$278	\$400	\$470	\$484	\$521
Insurance Defense: Property Damage	51-200 Lawyers	Partner	12	\$219	\$220	\$325	\$266	\$270	\$251
Intellectual Property: Patents	201-500 Lawyers	Partner	13	\$550	\$737	\$861	\$709	\$725	\$687

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	201-500 Lawyers	Partner	20	\$453	\$706	\$1,025	\$766	\$707	\$692
	501-1,000 Lawyers	Partner	24	\$703	\$772	\$978	\$839	\$771	\$736
		Associate	30	\$330	\$462	\$578	\$497	\$458	\$470
	More Than 1,000 Lawyers	Partner	42	\$904	\$1,096	\$1,390	\$1,141	\$1,028	\$1,082
		Associate	36	\$585	\$705	\$871	\$721	\$689	\$698
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Partner	12	\$1,157	\$1,306	\$1,522	\$1,307	\$942	\$1,032
		Associate	18	\$601	\$782	\$955	\$790	\$553	\$748
Corporate: Other	201-500 Lawyers	Partner	54	\$712	\$902	\$1,023	\$884	\$847	\$833
		Associate	77	\$487	\$573	\$732	\$592	\$545	\$567
	501-1,000 Lawyers	Partner	22	\$765	\$970	\$1,135	\$979	\$890	\$785
		Associate	13	\$503	\$535	\$669	\$606	\$525	\$525
	More Than 1,000 Lawyers	Partner	103	\$760	\$925	\$1,280	\$1,035	\$1,021	\$983
		Associate	87	\$520	\$648	\$728	\$648	\$589	\$602
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	15	\$584	\$835	\$953	\$792	\$747	\$771
	More Than 1,000 Lawyers	Partner	30	\$823	\$1,027	\$1,124	\$999	\$884	\$898
		Associate	26	\$404	\$651	\$758	\$616	\$648	\$657
Corporate: Tax	More Than 1,000 Lawyers	Partner	30	\$920	\$1,030	\$1,225	\$1,050	\$1,036	\$1,021

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Tax	More Than 1,000 Lawyers	Associate	13	\$601	\$692	\$856	\$708	\$716	\$644
Employment and Labor: Compensation and Benefits	More Than 1,000 Lawyers	Partner	11	\$733	\$870	\$1,213	\$988	\$1,012	\$813
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	501-1,000 Lawyers	Associate	12	\$310	\$333	\$384	\$344	\$379	\$338
Employment and Labor: Other	201-500 Lawyers	Partner	12	\$376	\$520	\$971	\$662	\$596	\$665
	501-1,000 Lawyers	Partner	29	\$475	\$561	\$725	\$596	\$555	\$553
		Associate	24	\$339	\$387	\$465	\$422	\$372	\$391
	More Than 1,000 Lawyers	Partner	20	\$627	\$720	\$953	\$866	\$892	\$808
		Associate	20	\$413	\$530	\$617	\$552	\$594	\$555
	501-1,000 Lawyers	Associate	16	\$548	\$592	\$740	\$636	\$598	\$548
Finance and Securities: Investments and Other Financial Instruments	201-500 Lawyers	Associate	11	\$512	\$560	\$627	\$574	\$553	\$459
	501-1,000 Lawyers	Partner	14	\$825	\$945	\$1,079	\$977	\$963	\$916
		Associate	11	\$552	\$600	\$762	\$666	\$678	\$599
	More Than 1,000 Lawyers	Partner	73	\$1,173	\$1,295	\$1,544	\$1,348	\$1,273	\$1,220
		Associate	69	\$715	\$851	\$995	\$854	\$819	\$730
	50 Lawyers or Fewer	Partner	42	\$245	\$300	\$335	\$291	\$282	\$268
Insurance Defense: Other	51-200 Lawyers	Partner	14	\$193	\$195	\$228	\$209	\$229	\$231
	50 Lawyers or Fewer	Partner	38	\$265	\$290	\$327	\$284	\$274	\$269
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	38	\$265	\$290	\$327	\$284	\$274	\$269

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Insurance Defense: Property Damage	50 Lawyers or Fewer	Associate	32	\$215	\$248	\$268	\$229	\$205	\$215
Intellectual Property: Patents	51-200 Lawyers	Partner	14	\$428	\$493	\$548	\$480	\$485	\$473

Section IV: In-Depth Analysis for Select US Cities

Los Angeles CA
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	501-1,000 Lawyers	Partner	22	\$729	\$866	\$992	\$889	\$801	\$777
		Associate	34	\$619	\$740	\$842	\$727	\$648	\$568
	More Than 1,000 Lawyers	Partner	32	\$881	\$1,058	\$1,199	\$1,054	\$1,073	\$1,110
		Associate	49	\$611	\$845	\$1,030	\$828	\$796	\$787
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Associate	22	\$486	\$486	\$643	\$587	\$588	\$540
Corporate: Other	50 Lawyers or Fewer	Partner	13	\$396	\$428	\$574	\$478	\$424	\$442
	51-200 Lawyers	Partner	25	\$525	\$645	\$743	\$676	\$711	\$728
	201-500 Lawyers	Partner	29	\$582	\$747	\$912	\$757	\$731	\$715
		Associate	24	\$412	\$500	\$660	\$538	\$489	\$474
	501-1,000 Lawyers	Partner	35	\$659	\$830	\$1,139	\$929	\$870	\$870
		Associate	35	\$550	\$743	\$856	\$729	\$676	\$652
	More Than 1,000 Lawyers	Partner	74	\$965	\$1,220	\$1,370	\$1,183	\$1,120	\$1,051
		Associate	91	\$615	\$745	\$944	\$781	\$783	\$745
	501-1,000 Lawyers	Partner	13	\$795	\$910	\$1,103	\$965	\$881	\$875
		Associate	15	\$468	\$550	\$715	\$600	\$608	\$634
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Partner	28	\$877	\$1,080	\$1,224	\$1,083	\$993	\$1,003
		Associate	41	\$610	\$775	\$945	\$763	\$719	\$732

Section IV: In-Depth Analysis for Select US Cities

Los Angeles CA
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Employment and Labor: Other	501-1,000 Lawyers	Partner	33	\$567	\$677	\$870	\$748	\$653	\$612
		Associate	32	\$325	\$380	\$525	\$459	\$479	\$471
	More Than 1,000 Lawyers	Partner	25	\$705	\$935	\$1,068	\$928	\$838	\$827
		Associate	12	\$398	\$426	\$537	\$501	\$561	\$608
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	13	\$676	\$950	\$1,037	\$999	\$842	\$798
	More Than 1,000 Lawyers	Partner	40	\$1,210	\$1,309	\$1,434	\$1,332	\$1,283	\$1,236
		Associate	76	\$845	\$1,017	\$1,135	\$992	\$958	\$882
Finance and Securities: Loans and Financing	50 Lawyers or Fewer	Associate	15	\$265	\$285	\$434	\$344	\$394	\$367
	201-500 Lawyers	Associate	11	\$500	\$540	\$638	\$563	\$417	\$344
	501-1,000 Lawyers	Associate	13	\$550	\$645	\$930	\$689	\$683	\$614
Insurance Defense: Auto and Transportation	50 Lawyers or Fewer	Partner	22	\$250	\$250	\$265	\$280	\$238	\$239
Insurance Defense: Other	50 Lawyers or Fewer	Partner	30	\$249	\$252	\$265	\$274	\$317	\$431
		Associate	46	\$215	\$225	\$235	\$220	\$211	\$204
	51-200 Lawyers	Partner	17	\$230	\$250	\$265	\$283	\$247	\$266
		Associate	20	\$170	\$170	\$200	\$190	\$195	\$196
Intellectual Property: Patents	More Than 1,000 Lawyers	Partner	11	\$982	\$1,046	\$1,209	\$1,128	\$1,077	\$1,025
		Associate	38	\$670	\$765	\$891	\$771	\$722	\$638

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bankruptcy and Collections	50 Lawyers or Fewer	Partner	11	\$333	\$390	\$450	\$411	\$402	\$394
	201-500 Lawyers	Partner	15	\$414	\$604	\$668	\$589	\$555	\$519
		Associate	15	\$300	\$334	\$412	\$365	\$350	\$338
Commercial	50 Lawyers or Fewer	Partner	17	\$330	\$458	\$535	\$486	\$449	\$515
	201-500 Lawyers	Partner	28	\$525	\$609	\$790	\$680	\$773	\$764
		Associate	21	\$378	\$428	\$486	\$438	\$494	\$522
	501-1,000 Lawyers	Partner	72	\$993	\$1,414	\$1,725	\$1,347	\$1,240	\$1,320
		Associate	96	\$565	\$870	\$1,086	\$819	\$613	\$760
	More Than 1,000 Lawyers	Partner	45	\$1,149	\$1,331	\$1,558	\$1,346	\$1,266	\$1,209
		Associate	39	\$646	\$826	\$1,023	\$827	\$799	\$777
Corporate: Antitrust and Competition	501-1,000 Lawyers	Associate	37	\$597	\$721	\$968	\$783	\$791	\$727
Corporate: Governance	501-1,000 Lawyers	Partner	37	\$1,457	\$1,560	\$1,731	\$1,560	\$1,482	\$1,380
		Associate	53	\$623	\$868	\$1,046	\$840	\$749	\$725
	More Than 1,000 Lawyers	Associate	12	\$564	\$640	\$787	\$686	\$650	\$654
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	52	\$1,410	\$1,650	\$1,698	\$1,556	\$1,393	\$1,309
		Associate	116	\$723	\$955	\$1,160	\$929	\$799	\$736
	More Than 1,000 Lawyers	Partner	43	\$1,350	\$1,650	\$1,757	\$1,521	\$1,499	\$1,290

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Associate	80	\$649	\$917	\$1,130	\$899	\$926	\$834
Corporate: Other	50 Lawyers or Fewer	Partner	40	\$368	\$515	\$611	\$490	\$528	\$499
		Associate	29	\$235	\$350	\$375	\$317	\$360	\$344
	51-200 Lawyers	Partner	36	\$450	\$583	\$705	\$617	\$642	\$597
	201-500 Lawyers	Partner	64	\$560	\$894	\$1,147	\$919	\$795	\$853
		Associate	52	\$355	\$522	\$694	\$574	\$498	\$517
	501-1,000 Lawyers	Partner	183	\$1,271	\$1,515	\$1,744	\$1,436	\$1,286	\$1,230
		Associate	226	\$701	\$855	\$1,100	\$875	\$776	\$727
	More Than 1,000 Lawyers	Partner	140	\$1,210	\$1,550	\$1,720	\$1,454	\$1,302	\$1,252
		Associate	198	\$667	\$875	\$1,105	\$882	\$837	\$808
	501-1,000 Lawyers	Partner	41	\$1,341	\$1,564	\$1,760	\$1,516	\$1,267	\$1,300
		Associate	71	\$713	\$970	\$1,182	\$927	\$821	\$788
Corporate: Regulatory and Compliance	51-200 Lawyers	Partner	11	\$474	\$604	\$720	\$593	\$558	\$660
		Associate	15	\$454	\$640	\$684	\$678	\$443	\$464
	201-500 Lawyers	Partner	19	\$638	\$694	\$880	\$777	\$712	\$812
		Associate	15	\$396	\$513	\$638	\$616	\$483	\$426
	501-1,000 Lawyers	Partner	48	\$928	\$1,335	\$1,560	\$1,294	\$1,204	\$1,185
		Associate							

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Regulatory and Compliance	501-1,000 Lawyers	Associate	59	\$500	\$747	\$926	\$768	\$784	\$721
	More Than 1,000 Lawyers	Partner	28	\$884	\$1,170	\$1,386	\$1,165	\$1,064	\$1,034
		Associate	36	\$570	\$725	\$760	\$701	\$704	\$681
Corporate: Tax	501-1,000 Lawyers	Partner	16	\$927	\$1,225	\$1,568	\$1,235	\$1,106	\$1,146
	More Than 1,000 Lawyers	Partner	30	\$1,000	\$1,210	\$1,553	\$1,243	\$1,220	\$1,179
		Associate	28	\$690	\$879	\$1,003	\$945	\$857	\$797
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	More Than 1,000 Lawyers	Associate	11	\$385	\$390	\$487	\$430	\$444	\$416
Employment and Labor: Other	201-500 Lawyers	Partner	33	\$450	\$493	\$689	\$621	\$585	\$651
	501-1,000 Lawyers	Partner	81	\$472	\$573	\$891	\$751	\$688	\$663
		Associate	54	\$325	\$440	\$635	\$538	\$542	\$469
	More Than 1,000 Lawyers	Partner	23	\$700	\$918	\$1,090	\$975	\$920	\$951
		Associate	28	\$450	\$498	\$685	\$629	\$531	\$634
	51-200 Lawyers	Partner	12	\$348	\$455	\$519	\$443	\$450	\$444
Finance and Securities: Debt/Equity Offerings	501-1,000 Lawyers	Partner	31	\$1,269	\$1,650	\$1,734	\$1,448	\$1,220	\$1,159
		Associate	30	\$713	\$955	\$1,178	\$927	\$685	\$674
	More Than 1,000 Lawyers	Partner	15	\$1,067	\$1,332	\$1,810	\$1,368	\$883	\$1,072
		Associate	29	\$438	\$621	\$1,108	\$754	\$597	\$662
	51-200 Lawyers	Partner	12	\$348	\$455	\$519	\$443	\$450	\$444

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Finance and Securities: Investments and Other Financial Instruments	51-200 Lawyers	Partner	13	\$650	\$749	\$894	\$799	\$844	\$848
		Associate	20	\$500	\$614	\$736	\$620	\$558	\$582
	201-500 Lawyers	Partner	36	\$1,109	\$1,111	\$1,111	\$1,090	\$1,034	\$963
	501-1,000 Lawyers	Partner	127	\$1,070	\$1,405	\$1,766	\$1,413	\$1,396	\$1,282
		Associate	227	\$685	\$835	\$1,095	\$881	\$894	\$793
	More Than 1,000 Lawyers	Partner	73	\$950	\$1,229	\$1,605	\$1,269	\$1,266	\$1,155
		Associate	68	\$531	\$782	\$972	\$769	\$748	\$679
Finance and Securities: Loans and Financing	50 Lawyers or Fewer	Partner	14	\$627	\$806	\$890	\$798	\$686	\$592
	201-500 Lawyers	Partner	58	\$1,200	\$1,475	\$1,620	\$1,342	\$1,309	\$1,222
		Associate	90	\$633	\$760	\$950	\$748	\$745	\$750
	501-1,000 Lawyers	Partner	83	\$1,170	\$1,520	\$1,759	\$1,462	\$1,362	\$1,277
		Associate	104	\$735	\$955	\$1,119	\$917	\$864	\$776
	More Than 1,000 Lawyers	Partner	100	\$1,268	\$1,479	\$1,675	\$1,441	\$1,398	\$1,352
		Associate	129	\$750	\$940	\$1,108	\$934	\$922	\$873
Finance and Securities: SEC Filings and Financial Reporting	501-1,000 Lawyers	Partner	15	\$1,692	\$1,737	\$1,786	\$1,648	\$1,491	\$1,378
Finance and Securities: Securities and Banking Regulations	201-500 Lawyers	Partner	15	\$1,078	\$1,365	\$1,505	\$1,245	\$999	\$1,184
		Associate	17	\$323	\$531	\$650	\$556	\$492	\$626

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Finance and Securities: Securities and Banking Regulations	501-1,000 Lawyers	Partner	14	\$1,125	\$1,330	\$1,397	\$1,270	\$1,286	\$1,201
Insurance Defense: Auto and Transportation	51-200 Lawyers	Partner	15	\$178	\$185	\$220	\$195	\$187	\$176
		Associate	11	\$160	\$165	\$180	\$169	\$163	\$154
Insurance Defense: Other	50 Lawyers or Fewer	Partner	30	\$217	\$250	\$285	\$277	\$273	\$262
		Associate	22	\$185	\$195	\$230	\$235	\$214	\$183
	51-200 Lawyers	Partner	38	\$198	\$225	\$281	\$249	\$244	\$247
		Associate	25	\$175	\$180	\$209	\$197	\$202	\$182
	201-500 Lawyers	Partner	22	\$208	\$240	\$356	\$330	\$268	\$295
		Associate	13	\$195	\$270	\$526	\$370	\$294	\$299
Insurance Defense: Personal Injury/Wrongful Death	50 Lawyers or Fewer	Associate	36	\$157	\$160	\$169	\$160	\$160	\$152
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	30	\$175	\$195	\$213	\$206	\$203	\$180
		Associate	21	\$150	\$160	\$165	\$168	\$163	\$149
	51-200 Lawyers	Partner	34	\$190	\$210	\$315	\$252	\$270	\$255
Intellectual Property: Patents	501-1,000 Lawyers	Partner	16	\$912	\$952	\$1,165	\$988	\$930	\$962
		Associate	22	\$523	\$599	\$877	\$661	\$588	\$601
	More Than 1,000 Lawyers	Partner	15	\$895	\$1,046	\$1,210	\$1,045	\$1,066	\$997
		Associate	20	\$739	\$820	\$915	\$801	\$743	\$686

Section IV: In-Depth Analysis for Select US Cities

New York NY

By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miscellaneous: General Advice & Counsel	More Than 1,000 Lawyers	Partner	11	\$1,550	\$1,695	\$1,875	\$1,684	\$1,585	\$1,427
Real Estate: Other	501-1,000 Lawyers	Associate	14	\$503	\$614	\$713	\$643	\$623	\$655

Section IV: In-Depth Analysis for Select US Cities

Philadelphia PA

By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Bankruptcy and Collections	201-500 Lawyers	Partner	18	\$495	\$564	\$650	\$568	\$524	\$541
		Associate	17	\$300	\$375	\$485	\$393	\$311	\$304
Commercial	51-200 Lawyers	Partner	22	\$675	\$960	\$1,096	\$867	\$678	\$628
		Associate	16	\$373	\$425	\$486	\$446	\$390	\$347
	201-500 Lawyers	Partner	39	\$625	\$732	\$826	\$740	\$627	\$619
		Associate	48	\$407	\$437	\$503	\$447	\$357	\$348
	501-1,000 Lawyers	Partner	24	\$564	\$728	\$891	\$789	\$742	\$752
	More Than 1,000 Lawyers	Partner	13	\$864	\$945	\$1,285	\$1,049	\$919	\$921
		Associate	19	\$485	\$624	\$829	\$683	\$638	\$586
Corporate: Other	51-200 Lawyers	Partner	31	\$588	\$732	\$918	\$736	\$779	\$710
		Associate	31	\$389	\$425	\$500	\$439	\$429	\$410
	201-500 Lawyers	Partner	27	\$560	\$650	\$860	\$710	\$642	\$669
		Associate	30	\$396	\$428	\$455	\$431	\$374	\$342
	501-1,000 Lawyers	Partner	26	\$652	\$719	\$935	\$777	\$794	\$803
		Associate	19	\$409	\$488	\$535	\$466	\$433	\$476
	More Than 1,000 Lawyers	Partner	50	\$818	\$895	\$1,033	\$962	\$925	\$908
		Associate	49	\$444	\$530	\$568	\$553	\$530	\$523

Section IV: In-Depth Analysis for Select US Cities

Philadelphia PA
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Regulatory and Compliance	501-1,000 Lawyers	Associate	11	\$325	\$468	\$781	\$605	\$427	\$452
	More Than 1,000 Lawyers	Partner	19	\$688	\$830	\$891	\$804	\$847	\$783
Employment and Labor: Other	501-1,000 Lawyers	Partner	19	\$525	\$585	\$640	\$594	\$598	\$603
Insurance Defense: Auto and Transportation	50 Lawyers or Fewer	Partner	39	\$178	\$185	\$200	\$186	\$181	\$182
		Associate	40	\$170	\$170	\$200	\$178	\$169	\$158
Insurance Defense: Other	50 Lawyers or Fewer	Partner	52	\$185	\$200	\$224	\$204	\$196	\$182
		Associate	50	\$170	\$175	\$200	\$180	\$169	\$162
	51-200 Lawyers	Partner	21	\$175	\$180	\$200	\$192	\$200	\$233
		Associate	15	\$160	\$163	\$186	\$170	\$161	\$166
	201-500 Lawyers	Partner	33	\$185	\$210	\$240	\$219	\$223	\$224
		Associate	16	\$183	\$195	\$200	\$191	\$187	\$197
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	33	\$180	\$194	\$200	\$194	\$191	\$191
		Associate	34	\$171	\$180	\$187	\$178	\$172	\$174
	51-200 Lawyers	Partner	11	\$180	\$199	\$210	\$210	\$222	\$231
		Associate	11	\$173	\$180	\$220	\$198	\$199	\$181
Intellectual Property: Patents	201-500 Lawyers	Associate	13	\$365	\$420	\$450	\$423	\$352	\$322
	501-1,000 Lawyers	Partner	12	\$660	\$760	\$825	\$785	\$660	\$730

Section IV: In-Depth Analysis for Select US Cities

San Francisco CA
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	51-200 Lawyers	Partner	11	\$420	\$500	\$720	\$602	\$562	\$633
	501-1,000 Lawyers	Partner	18	\$694	\$945	\$1,050	\$936	\$873	\$922
		Associate	14	\$356	\$480	\$738	\$561	\$518	\$403
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Partner	14	\$868	\$868	\$1,007	\$931	\$933	\$955
Corporate: Other	501-1,000 Lawyers	Partner	21	\$795	\$961	\$1,125	\$994	\$894	\$871
		Associate	12	\$662	\$829	\$1,014	\$808	\$716	\$592
	More Than 1,000 Lawyers	Partner	12	\$958	\$1,080	\$1,194	\$1,102	\$1,039	\$926
Corporate: Regulatory and Compliance	501-1,000 Lawyers	Partner	16	\$693	\$760	\$974	\$849	\$783	\$863
Employment and Labor: Other	501-1,000 Lawyers	Partner	18	\$486	\$585	\$636	\$594	\$608	\$560
	More Than 1,000 Lawyers	Partner	11	\$790	\$833	\$914	\$847	\$809	\$890
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Associate	13	\$620	\$780	\$890	\$755	\$745	\$753
Insurance Defense: Other	50 Lawyers or Fewer	Partner	26	\$205	\$250	\$265	\$245	\$236	\$248
	201-500 Lawyers	Partner	41	\$255	\$280	\$285	\$331	\$356	\$397
Intellectual Property: Patents	501-1,000 Lawyers	Partner	11	\$978	\$1,266	\$1,383	\$1,177	\$1,040	\$1,075

Section IV: In-Depth Analysis for Select US Cities

Washington DC
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	201-500 Lawyers	Partner	39	\$749	\$820	\$1,026	\$882	\$778	\$717
		Associate	39	\$463	\$545	\$693	\$576	\$521	\$476
	501-1,000 Lawyers	Partner	50	\$712	\$850	\$1,150	\$972	\$873	\$911
	More Than 1,000 Lawyers	Partner	39	\$955	\$1,065	\$1,375	\$1,156	\$1,016	\$997
		Associate	27	\$634	\$837	\$1,046	\$842	\$698	\$643
Corporate: Mergers, Acquisitions and Divestitures	201-500 Lawyers	Partner	11	\$611	\$751	\$988	\$803	\$780	\$738
	More Than 1,000 Lawyers	Partner	22	\$1,061	\$1,286	\$1,369	\$1,224	\$1,142	\$1,010
		Associate	27	\$655	\$785	\$835	\$776	\$756	\$632
Corporate: Other	50 Lawyers or Fewer	Partner	25	\$495	\$618	\$761	\$606	\$585	\$583
		Associate	16	\$350	\$417	\$697	\$497	\$461	\$537
	51-200 Lawyers	Partner	29	\$752	\$826	\$884	\$821	\$839	\$798
	201-500 Lawyers	Partner	78	\$740	\$868	\$1,008	\$888	\$806	\$751
		Associate	64	\$453	\$562	\$680	\$577	\$550	\$478
	501-1,000 Lawyers	Partner	136	\$925	\$950	\$999	\$975	\$941	\$910
		Associate	182	\$670	\$695	\$695	\$668	\$650	\$581
	More Than 1,000 Lawyers	Partner	142	\$885	\$1,082	\$1,274	\$1,101	\$1,024	\$976
		Associate	117	\$536	\$703	\$915	\$751	\$702	\$641

Section IV: In-Depth Analysis for Select US Cities

Washington DC
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Regulatory and Compliance	51-200 Lawyers	Partner	30	\$589	\$835	\$931	\$780	\$808	\$831
		Associate	30	\$395	\$455	\$590	\$489	\$501	\$505
	201-500 Lawyers	Partner	44	\$706	\$797	\$907	\$812	\$752	\$714
		Associate	41	\$476	\$553	\$672	\$573	\$541	\$498
	501-1,000 Lawyers	Partner	128	\$856	\$950	\$1,112	\$979	\$975	\$933
		Associate	143	\$561	\$646	\$717	\$659	\$621	\$595
	More Than 1,000 Lawyers	Partner	76	\$935	\$1,108	\$1,274	\$1,101	\$1,014	\$991
		Associate	79	\$503	\$647	\$824	\$669	\$651	\$615
Corporate: Tax	More Than 1,000 Lawyers	Partner	32	\$1,040	\$1,187	\$1,437	\$1,221	\$1,198	\$1,069
		Associate	38	\$529	\$780	\$1,036	\$825	\$739	\$715
Employment and Labor: Other	201-500 Lawyers	Partner	14	\$544	\$735	\$763	\$693	\$712	\$639
	501-1,000 Lawyers	Partner	24	\$498	\$662	\$1,065	\$814	\$800	\$739
		Associate	13	\$414	\$435	\$629	\$500	\$464	\$463
	More Than 1,000 Lawyers	Partner	29	\$616	\$783	\$845	\$796	\$715	\$811
		Associate	13	\$480	\$538	\$615	\$583	\$467	\$536
	More Than 1,000 Lawyers	Partner	23	\$982	\$1,178	\$1,375	\$1,184	\$1,200	\$1,036
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	28	\$986	\$1,148	\$1,371	\$1,187	\$1,051	\$1,054
	More Than 1,000 Lawyers	Partner	23	\$982	\$1,178	\$1,375	\$1,184	\$1,200	\$1,036

Section IV: In-Depth Analysis for Select US Cities

Washington DC
By Practice Area and Firm Size

2022 — Real Rates for Associate and Partner

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	12	\$726	\$1,125	\$1,295	\$1,013	\$854	\$854
		Associate	14	\$400	\$512	\$650	\$582	\$528	\$498
Intellectual Property: Patents	201-500 Lawyers	Partner	18	\$904	\$989	\$1,032	\$931	\$901	\$730
	501-1,000 Lawyers	Partner	36	\$872	\$950	\$1,121	\$1,002	\$986	\$917
		Associate	37	\$689	\$740	\$1,003	\$776	\$690	\$649
	More Than 1,000 Lawyers	Partner	14	\$898	\$988	\$1,279	\$1,081	\$1,006	\$890
		Associate	20	\$697	\$775	\$841	\$757	\$658	\$614
	More Than 1,000 Lawyers	Partner	12	\$1,321	\$1,400	\$1,496	\$1,394	\$1,260	\$1,162
Miscellaneous: General Advice & Counsel	More Than 1,000 Lawyers	Partner	12	\$1,321	\$1,400	\$1,496	\$1,394	\$1,260	\$1,162

Section V: International Analysis

All data and analysis based on
data collected thru Q2 2022

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Argentina	Partner	22	\$52	\$58	\$240	\$135	\$122	\$160
	Associate	28	\$50	\$222	\$280	\$213	\$151	\$155
Australia	Partner	133	\$491	\$561	\$649	\$570	\$550	\$495
	Associate	192	\$261	\$322	\$423	\$347	\$348	\$319
	Paralegal	42	\$176	\$204	\$260	\$220	\$196	\$215
Austria	Partner	11	\$420	\$499	\$994	\$684	\$612	\$508
	Associate	19	\$425	\$444	\$834	\$598	\$555	\$517
Belgium	Partner	44	\$389	\$560	\$848	\$635	\$688	\$605
	Associate	78	\$231	\$339	\$582	\$446	\$393	\$391
	Paralegal	15	\$185	\$265	\$419	\$297	\$312	\$276
Bermuda	Partner	22	\$740	\$843	\$905	\$823	\$816	\$797
Brazil	Partner	70	\$295	\$350	\$500	\$396	\$419	\$429
	Associate	109	\$121	\$200	\$330	\$225	\$237	\$243

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Brazil	Paralegal	36	\$49	\$75	\$75	\$81	\$99	\$107
Canada	Partner	501	\$450	\$593	\$800	\$629	\$603	\$594
	Associate	222	\$325	\$465	\$595	\$483	\$458	\$417
	Paralegal	241	\$145	\$230	\$300	\$232	\$222	\$215
Cayman Islands	Partner	20	\$1,100	\$1,240	\$1,297	\$1,184	\$1,039	\$990
China	Partner	111	\$523	\$658	\$857	\$703	\$697	\$699
	Associate	219	\$260	\$380	\$525	\$417	\$406	\$416
	Paralegal	63	\$240	\$265	\$353	\$282	\$271	\$294
Czech Republic	Partner	12	\$252	\$368	\$456	\$371	\$329	\$344
	Associate	24	\$253	\$268	\$352	\$300	\$253	\$245
Denmark	Associate	21	\$186	\$270	\$344	\$268	\$292	\$322
Finland	Partner	17	\$426	\$507	\$553	\$509	\$521	\$478
	Associate	19	\$249	\$269	\$395	\$324	\$322	\$321

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Finland	Paralegal	12	\$165	\$172	\$186	\$170	\$161	\$124
France	Partner	126	\$473	\$574	\$719	\$604	\$609	\$567
	Associate	217	\$313	\$379	\$520	\$427	\$422	\$377
	Paralegal	36	\$159	\$220	\$305	\$220	\$225	\$214
Germany	Partner	248	\$365	\$517	\$712	\$569	\$549	\$522
	Associate	310	\$323	\$376	\$444	\$416	\$409	\$411
	Paralegal	60	\$201	\$225	\$261	\$241	\$215	\$210
Greece	Associate	13	\$122	\$159	\$220	\$169	\$176	\$204
Hong Kong	Partner	62	\$670	\$853	\$961	\$835	\$859	\$873
	Associate	88	\$260	\$377	\$587	\$420	\$537	\$409
	Paralegal	43	\$229	\$302	\$382	\$325	\$316	\$306
Hungary	Associate	11	\$172	\$175	\$185	\$220	\$233	\$165
India	Partner	12	\$300	\$395	\$471	\$385	\$367	\$359

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
India	Associate	21	\$176	\$200	\$249	\$213	\$197	\$202
Indonesia	Associate	15	\$125	\$210	\$293	\$217	\$262	\$262
Ireland	Partner	45	\$490	\$590	\$669	\$608	\$576	\$534
	Associate	71	\$311	\$393	\$431	\$385	\$397	\$365
	Paralegal	24	\$161	\$197	\$240	\$210	\$225	\$206
Israel	Partner	28	\$385	\$500	\$534	\$448	\$403	\$372
	Associate	30	\$228	\$275	\$300	\$266	\$249	\$262
Italy	Partner	36	\$383	\$531	\$598	\$555	\$577	\$515
	Associate	115	\$228	\$290	\$413	\$343	\$366	\$320
	Paralegal	17	\$122	\$159	\$222	\$179	\$161	\$143
Japan	Partner	59	\$318	\$440	\$561	\$483	\$511	\$538
	Associate	55	\$244	\$289	\$440	\$349	\$389	\$392
	Paralegal	35	\$88	\$131	\$177	\$147	\$159	\$160

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Korea, Republic of	Partner	106	\$513	\$605	\$678	\$613	\$592	\$617
	Associate	98	\$270	\$324	\$400	\$335	\$308	\$298
	Paralegal	19	\$163	\$182	\$236	\$200	\$219	\$203
Luxembourg	Partner	27	\$630	\$662	\$735	\$671	\$641	\$685
	Associate	56	\$302	\$394	\$456	\$392	\$411	\$436
Mexico	Partner	26	\$356	\$446	\$514	\$469	\$417	\$448
	Associate	30	\$262	\$329	\$389	\$335	\$327	\$307
	Paralegal	13	\$102	\$120	\$139	\$123	\$145	\$132
Netherlands	Partner	81	\$400	\$489	\$669	\$545	\$597	\$537
	Associate	185	\$270	\$349	\$442	\$370	\$397	\$357
New Zealand	Partner	19	\$475	\$514	\$558	\$510	\$500	\$462
	Associate	22	\$237	\$331	\$433	\$364	\$308	\$327
Norway	Partner	20	\$370	\$411	\$551	\$500	\$527	\$487

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Norway	Associate	18	\$201	\$248	\$299	\$265	\$244	\$263
Philippines	Associate	13	\$194	\$241	\$307	\$229	\$181	\$209
Poland	Partner	22	\$185	\$265	\$354	\$291	\$297	\$239
	Associate	68	\$147	\$182	\$209	\$193	\$196	\$191
Portugal	Associate	18	\$136	\$143	\$172	\$166	\$200	\$205
Russian Federation	Partner	28	\$401	\$675	\$783	\$639	\$670	\$656
	Associate	53	\$296	\$350	\$503	\$425	\$358	\$365
	Paralegal	25	\$150	\$150	\$230	\$202	\$174	\$176
Singapore	Partner	46	\$506	\$665	\$899	\$722	\$630	\$704
	Associate	86	\$358	\$465	\$669	\$500	\$470	\$481
	Paralegal	16	\$252	\$286	\$376	\$305	\$298	\$276
South Africa	Partner	33	\$247	\$350	\$422	\$387	\$307	\$299
	Associate	29	\$122	\$180	\$216	\$194	\$192	\$160

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Spain	Partner	32	\$480	\$657	\$714	\$592	\$607	\$561
	Associate	96	\$285	\$402	\$523	\$423	\$413	\$397
Sweden	Associate	17	\$297	\$365	\$399	\$345	\$349	\$335
Switzerland	Partner	31	\$426	\$490	\$591	\$547	\$545	\$522
	Associate	37	\$318	\$363	\$455	\$404	\$386	\$362
Taiwan	Partner	18	\$269	\$354	\$413	\$357	\$437	\$408
	Associate	38	\$180	\$230	\$265	\$247	\$231	\$222
Thailand	Partner	19	\$456	\$677	\$771	\$614	\$602	\$599
	Associate	11	\$219	\$325	\$440	\$334	\$317	\$365
	Paralegal	17	\$220	\$265	\$303	\$276	\$240	\$248
Turkey	Partner	14	\$207	\$221	\$433	\$340	\$469	\$406
	Associate	46	\$196	\$205	\$313	\$259	\$251	\$224
United Arab Emirates	Partner	24	\$550	\$684	\$758	\$668	\$695	\$720

Section IV: International Analysis

Countries

2022 — Real Rates for Partners, Associates, and Paralegals

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
United Arab Emirates	Associate	31	\$387	\$504	\$634	\$494	\$451	\$467
	Paralegal	14	\$220	\$289	\$361	\$292	\$274	\$272
United Kingdom	Partner	535	\$629	\$802	\$1,027	\$877	\$850	\$787
	Associate	902	\$400	\$523	\$705	\$573	\$551	\$514
	Paralegal	290	\$170	\$220	\$280	\$238	\$231	\$195
United States	Partner	10,592	\$430	\$653	\$969	\$749	\$738	\$705
	Associate	9,930	\$329	\$485	\$703	\$546	\$541	\$503
	Paralegal	4,215	\$150	\$225	\$325	\$247	\$244	\$232

Section IV: International Analysis

Australia

By Role

2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Partner	133	\$491	\$561	\$649	\$570	\$550	\$495
Associate	192	\$261	\$322	\$423	\$347	\$348	\$319
Paralegal	42	\$176	\$204	\$260	\$220	\$196	\$215

Section IV: International Analysis

Australia

By Practice Area and Matter Type

2022 — Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Other	Litigation	Partner	15	\$619	\$662	\$665	\$672	\$605	\$543
		Associate	16	\$285	\$375	\$440	\$379	\$349	\$292
Corporate: Regulatory and Compliance	Non-Litigation	Partner	17	\$479	\$545	\$582	\$549	\$546	\$489
		Associate	28	\$267	\$272	\$335	\$308	\$331	\$305
Employment and Labor: Other	Non-Litigation	Associate	13	\$225	\$269	\$304	\$275	\$276	\$293
Intellectual Property: Trademarks	Non-Litigation	Associate	15	\$280	\$323	\$425	\$359	\$311	\$286

Section IV: International Analysis

Australia

By Industry Group and Matter Type

2022 — Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Financials Excluding Insurance	Non-Litigation	Partner	40	\$551	\$610	\$664	\$628	\$633	\$608
		Associate	56	\$276	\$370	\$480	\$381	\$369	\$341
Technology and Telecommunications	Non-Litigation	Partner	38	\$377	\$535	\$573	\$487	\$458	\$451
		Associate	47	\$232	\$270	\$333	\$297	\$304	\$291

Section IV: International Analysis

Australia

By Firm Size

2022 — Real Rates for Partners and Associates

Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Associate	11	\$265	\$333	\$398	\$330	\$262	\$285
	Partner	18	\$457	\$542	\$583	\$545	\$471	\$371
51-200 Lawyers	Associate	22	\$256	\$288	\$325	\$308	\$256	\$267
	Partner	20	\$559	\$613	\$652	\$615	\$607	\$572
201-500 Lawyers	Associate	30	\$276	\$334	\$445	\$356	\$330	\$336
	Partner	40	\$560	\$643	\$756	\$670	\$683	\$611
More Than 1,000 Lawyers	Associate	63	\$294	\$400	\$514	\$408	\$430	\$391
	Partner							

Section IV: International Analysis

Canada

By Role

2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Partner	501	\$450	\$593	\$800	\$629	\$603	\$594
Associate	222	\$325	\$465	\$595	\$483	\$458	\$417
Paralegal	241	\$145	\$230	\$300	\$232	\$222	\$215

Section IV: International Analysis

Canada

By Practice Area and Matter Type

2022 — Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Litigation	Partner	116	\$399	\$521	\$635	\$529	\$542	\$533
	Non-Litigation	Partner	104	\$582	\$761	\$900	\$752	\$715	\$675
		Associate	42	\$476	\$545	\$744	\$606	\$556	\$504
		Paralegal	41	\$251	\$300	\$353	\$307	\$281	\$267
Corporate: Other	Litigation	Partner	24	\$533	\$646	\$775	\$634	\$594	\$589
	Non-Litigation	Partner	108	\$599	\$793	\$902	\$761	\$692	\$680
		Associate	37	\$441	\$540	\$717	\$594	\$524	\$476
		Paralegal	36	\$170	\$263	\$323	\$256	\$241	\$238
Corporate: Regulatory and Compliance	Non-Litigation	Partner	25	\$617	\$716	\$821	\$735	\$682	\$632
		Associate	12	\$537	\$567	\$601	\$579	\$566	\$433
Employment and Labor: Other	Litigation	Partner	12	\$415	\$526	\$552	\$507	\$591	\$568
	Non-Litigation	Partner	16	\$411	\$450	\$531	\$482	\$535	\$582
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	57	\$620	\$785	\$885	\$770	\$782	\$757
		Paralegal	24	\$250	\$330	\$365	\$318	\$299	\$294
Finance and Securities: Loans and Financing	Non-Litigation	Partner	14	\$646	\$815	\$986	\$836	\$638	\$644
Intellectual Property: Patents	Non-Litigation	Partner	11	\$335	\$560	\$614	\$526	\$501	\$445

Section IV: International Analysis

Canada

By Industry Group and Matter Type

2022 — Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Financials Excluding Insurance	Litigation	Partner	212	\$375	\$495	\$593	\$508	\$516	\$508
	Non-Litigation	Partner	217	\$605	\$785	\$901	\$769	\$732	\$712
		Associate	73	\$475	\$590	\$747	\$621	\$576	\$532
Industrials	Non-Litigation	Partner	16	\$461	\$549	\$788	\$670	\$674	\$605
Technology and Telecommunications	Litigation	Partner	12	\$627	\$746	\$896	\$762	\$646	\$581
	Non-Litigation	Partner	31	\$426	\$534	\$635	\$541	\$554	\$552
		Associate	14	\$348	\$411	\$480	\$406	\$403	\$352

Section IV: International Analysis

Canada

By Firm Size

2022 — Real Rates for Partners and Associates

Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Partner	39	\$350	\$375	\$525	\$432	\$458	\$431
	Associate	29	\$268	\$329	\$450	\$344	\$336	\$315
51-200 Lawyers	Partner	77	\$474	\$550	\$720	\$576	\$557	\$537
201-500 Lawyers	Partner	174	\$547	\$735	\$885	\$711	\$661	\$651
	Associate	77	\$425	\$505	\$600	\$519	\$483	\$456
501-1,000 Lawyers	Partner	158	\$496	\$630	\$818	\$660	\$623	\$618
	Associate	69	\$404	\$563	\$721	\$589	\$563	\$472
More Than 1,000 Lawyers	Partner	11	\$678	\$735	\$1,582	\$1,025	\$907	\$871

Section IV: International Analysis

France

By Role

2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Partner	126	\$473	\$574	\$719	\$604	\$609	\$567
Associate	217	\$313	\$379	\$520	\$427	\$422	\$377
Paralegal	36	\$159	\$220	\$305	\$220	\$225	\$214

Section IV: International Analysis

France

By Role

2022 — Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Other	Non-Litigation	Partner	14	\$285	\$370	\$574	\$520	\$533	\$508
		Associate	17	\$255	\$390	\$538	\$441	\$443	\$310
Corporate: Regulatory and Compliance	Non-Litigation	Partner	11	\$702	\$843	\$925	\$796	\$605	\$521
		Associate	12	\$336	\$389	\$573	\$448	\$402	\$302
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	15	\$515	\$544	\$701	\$607	\$641	\$612
		Associate	37	\$331	\$364	\$520	\$418	\$412	\$447

Section IV: International Analysis

France

By Industry Group and Matter Type

2022 — Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Financials Excluding Insurance	Non-Litigation	Partner	60	\$476	\$540	\$646	\$569	\$590	\$568
		Associate	130	\$304	\$370	\$494	\$410	\$415	\$393
Technology and Telecommunications	Non-Litigation	Partner	25	\$468	\$574	\$574	\$549	\$546	\$513
		Associate	33	\$318	\$320	\$433	\$378	\$385	\$312

Section IV: International Analysis

France

By Firm Size

2022 — Real Rates for Partners and Associates

Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
501-1,000 Lawyers	Partner	17	\$520	\$540	\$613	\$566	\$608	\$524
	Associate	38	\$290	\$350	\$410	\$367	\$372	\$382
More Than 1,000 Lawyers	Partner	63	\$535	\$677	\$841	\$699	\$706	\$658
	Associate	127	\$338	\$435	\$551	\$468	\$478	\$419

Section IV: International Analysis

Germany

By Role

2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Partner	248	\$365	\$517	\$712	\$569	\$549	\$522
Associate	310	\$323	\$376	\$444	\$416	\$409	\$411
Paralegal	60	\$201	\$225	\$261	\$241	\$215	\$210

Section IV: International Analysis

Germany

By Practice Area and Matter Type

2022 — Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Non-Litigation	Partner	19	\$347	\$362	\$409	\$381	\$396	\$404
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Associate	14	\$374	\$647	\$852	\$668	\$465	\$528
Corporate: Other	Litigation	Associate	21	\$375	\$405	\$440	\$427	\$380	\$316
	Non-Litigation	Partner	11	\$401	\$477	\$736	\$607	\$599	\$563
		Associate	19	\$320	\$395	\$523	\$488	\$467	\$462
Corporate: Regulatory and Compliance	Non-Litigation	Partner	54	\$381	\$469	\$634	\$568	\$479	\$449
		Associate	74	\$325	\$353	\$411	\$384	\$398	\$398
Employment and Labor: Other	Non-Litigation	Associate	15	\$292	\$306	\$322	\$306	\$277	\$293
Intellectual Property: Other	Non-Litigation	Partner	11	\$340	\$341	\$343	\$346	\$310	\$283
Intellectual Property: Patents	Litigation	Partner	31	\$423	\$587	\$806	\$610	\$571	\$531
	Non-Litigation	Partner	33	\$318	\$345	\$508	\$407	\$409	\$397
		Associate	22	\$343	\$380	\$393	\$388	\$354	\$320
Intellectual Property: Trademarks	Non-Litigation	Partner	12	\$470	\$715	\$725	\$647	\$539	\$443
		Associate	20	\$370	\$447	\$570	\$475	\$409	\$380

Section IV: International Analysis

Germany

By Industry Group and Matter Type

2022 — Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Financials Excluding Insurance	Non-Litigation	Partner	36	\$674	\$708	\$774	\$717	\$738	\$715
		Associate	68	\$357	\$444	\$564	\$474	\$475	\$495
Health Care	Non-Litigation	Partner	23	\$393	\$415	\$489	\$476	\$475	\$452
		Associate	19	\$295	\$329	\$413	\$354	\$360	\$366
Industrials	Non-Litigation	Partner	19	\$327	\$339	\$343	\$413	\$470	\$420
Technology and Telecommunications	Litigation	Partner	23	\$451	\$637	\$806	\$625	\$511	\$507
		Associate	17	\$321	\$399	\$405	\$392	\$337	\$352
	Non-Litigation	Partner	97	\$353	\$494	\$710	\$583	\$537	\$479
		Associate	116	\$340	\$369	\$407	\$399	\$380	\$348

Section IV: International Analysis

Germany

By Firm Size

2022 — Real Rates for Partners, Associates, and Paralegals

Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Partner	13	\$321	\$423	\$445	\$374	\$372	\$329
	Associate	41	\$353	\$353	\$385	\$364	\$351	\$339
201-500 Lawyers	Partner	42	\$353	\$409	\$477	\$414	\$416	\$408
	Associate	41	\$353	\$353	\$385	\$364	\$351	\$339
More Than 1,000 Lawyers	Partner	124	\$540	\$688	\$771	\$669	\$652	\$642
	Associate	202	\$324	\$389	\$513	\$433	\$434	\$437

Section IV: International Analysis

United Kingdom

By Role

2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Partner	535	\$629	\$802	\$1,027	\$877	\$850	\$787
Associate	902	\$400	\$523	\$705	\$573	\$551	\$514
Paralegal	290	\$170	\$220	\$280	\$238	\$231	\$195

Section IV: International Analysis

United Kingdom

By Practice Area and Matter Type

2022 — Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Litigation	Associate	18	\$365	\$411	\$594	\$429	\$382	\$446
		Paralegal	16	\$63	\$167	\$230	\$158	\$179	\$186
	Non-Litigation	Partner	15	\$501	\$532	\$640	\$645	\$681	\$663
		Associate	20	\$282	\$413	\$497	\$431	\$456	\$440
		Paralegal	12	\$129	\$195	\$202	\$186	\$203	\$184
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	37	\$1,225	\$1,410	\$2,350	\$1,615	\$1,438	\$960
		Associate	57	\$620	\$856	\$1,063	\$881	\$813	\$557
Corporate: Other	Litigation	Partner	37	\$604	\$665	\$805	\$744	\$734	\$803
		Associate	55	\$348	\$465	\$552	\$473	\$479	\$472
		Paralegal	19	\$198	\$265	\$293	\$259	\$198	\$192
	Non-Litigation	Partner	52	\$737	\$883	\$1,111	\$939	\$938	\$814
		Associate	87	\$452	\$613	\$850	\$660	\$606	\$569
		Paralegal	33	\$245	\$280	\$347	\$306	\$258	\$129
Corporate: Regulatory and Compliance	Non-Litigation	Partner	45	\$605	\$778	\$977	\$820	\$717	\$707
		Associate	71	\$401	\$497	\$633	\$543	\$447	\$454
		Paralegal	16	\$240	\$277	\$281	\$265	\$217	\$183
Corporate: Tax	Non-Litigation	Partner	20	\$608	\$809	\$1,046	\$848	\$837	\$846

Section IV: International Analysis

United Kingdom

By Practice Area and Matter Type

2022 — Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Corporate: Tax	Non-Litigation	Associate	36	\$346	\$471	\$608	\$490	\$569	\$509
Employment and Labor: Agreements	Non-Litigation	Associate	26	\$325	\$452	\$546	\$423	\$359	\$403
Employment and Labor: Other	Litigation	Partner	15	\$854	\$971	\$1,119	\$963	\$1,030	\$842
	Non-Litigation	Partner	46	\$561	\$716	\$811	\$702	\$593	\$631
		Associate	46	\$383	\$558	\$667	\$550	\$462	\$446
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	80	\$644	\$797	\$969	\$819	\$879	\$802
		Associate	129	\$391	\$512	\$641	\$539	\$557	\$532
Finance and Securities: Loans and Financing	Non-Litigation	Partner	60	\$864	\$1,290	\$1,466	\$1,152	\$1,078	\$1,095
		Associate	115	\$614	\$785	\$980	\$762	\$713	\$663
Intellectual Property: Patents	Litigation	Partner	22	\$655	\$778	\$982	\$802	\$804	\$754
		Paralegal	14	\$196	\$233	\$272	\$230	\$221	\$161
	Non-Litigation	Partner	13	\$363	\$428	\$487	\$431	\$481	\$450
Intellectual Property: Trademarks	Non-Litigation	Partner	12	\$595	\$679	\$901	\$702	\$667	\$692
		Associate	25	\$320	\$424	\$450	\$406	\$395	\$381
		Paralegal	21	\$205	\$220	\$248	\$239	\$229	\$201
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	13	\$590	\$657	\$800	\$740	\$722	\$669
		Associate	28	\$420	\$506	\$599	\$529	\$498	\$480

Section IV: International Analysis

United Kingdom

By Industry Group and Matter Type

2022 — Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Financials Excluding Insurance	Litigation	Partner	21	\$795	\$878	\$1,157	\$962	\$875	\$794
		Associate	44	\$348	\$493	\$634	\$509	\$507	\$496
	Non-Litigation	Partner	246	\$718	\$870	\$1,100	\$914	\$916	\$888
		Associate	469	\$413	\$540	\$741	\$585	\$590	\$558
Industrials	Non-Litigation	Partner	51	\$590	\$1,284	\$2,229	\$1,286	\$1,238	\$706
		Associate	73	\$510	\$852	\$1,048	\$805	\$713	\$596
Technology and Telecommunications	Litigation	Partner	20	\$674	\$751	\$852	\$751	\$698	\$707
		Associate	29	\$364	\$475	\$551	\$451	\$403	\$389
	Non-Litigation	Partner	74	\$527	\$707	\$869	\$704	\$670	\$644
		Associate	129	\$353	\$471	\$571	\$474	\$416	\$429

Section IV: International Analysis

United Kingdom

By Firm Size

2022 — Real Rates for Partners and Associates

Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Partner	13	\$619	\$657	\$727	\$643	\$615	\$589
	Associate	17	\$410	\$420	\$476	\$441	\$396	\$374
51-200 Lawyers	Partner	15	\$488	\$646	\$822	\$689	\$604	\$491
	Associate	11	\$362	\$485	\$597	\$541	\$410	\$352
201-500 Lawyers	Partner	34	\$668	\$794	\$866	\$781	\$837	\$699
	Associate	65	\$418	\$512	\$628	\$535	\$543	\$463
501-1,000 Lawyers	Partner	15	\$617	\$943	\$1,199	\$952	\$1,098	\$1,172
	Associate	33	\$276	\$481	\$660	\$494	\$636	\$655
More Than 1,000 Lawyers	Partner	339	\$689	\$870	\$1,101	\$905	\$874	\$838
	Associate	609	\$420	\$546	\$723	\$585	\$565	\$530

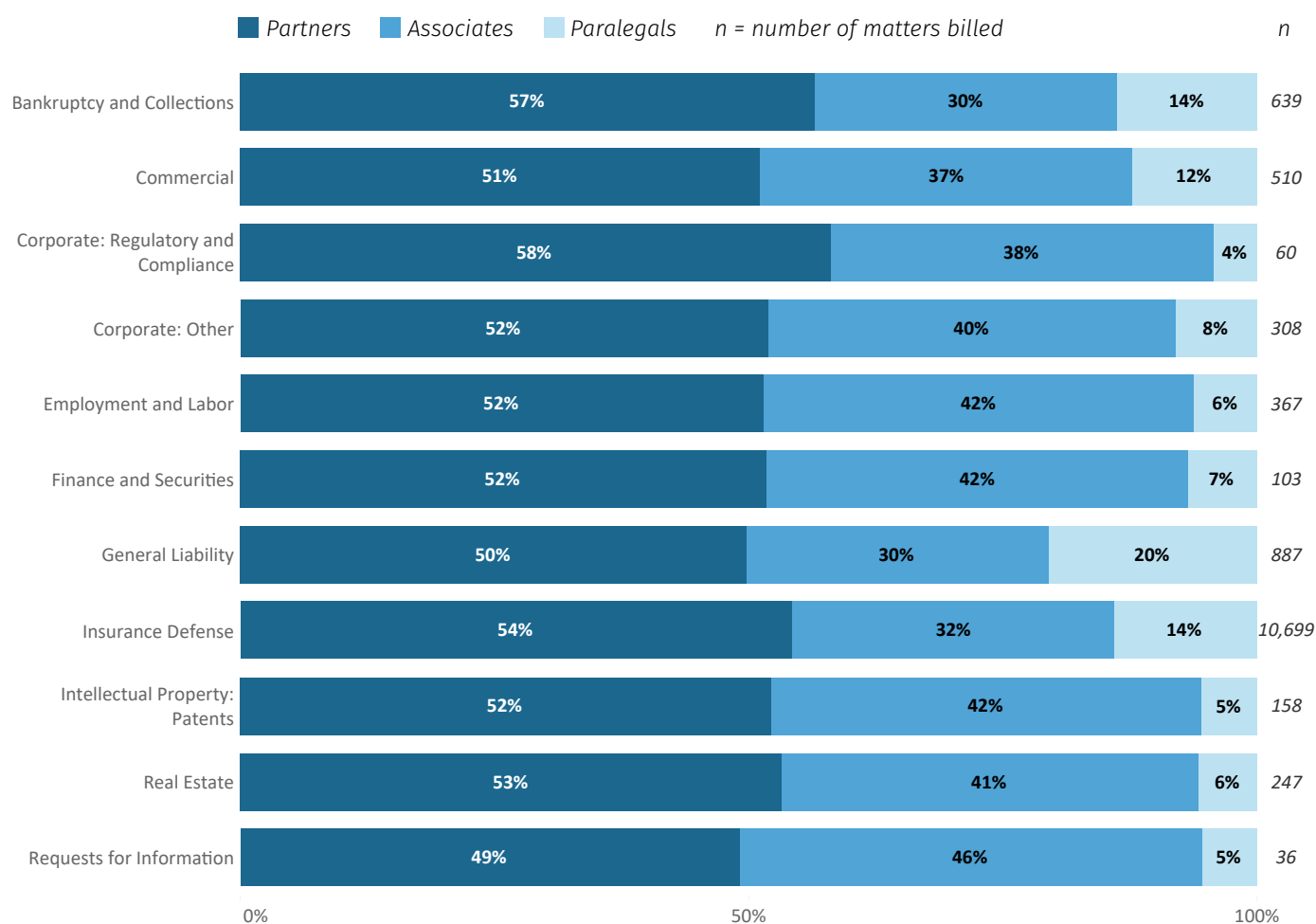
Section VI: Matter Staffing Analysis

All data and analysis based on
data collected thru Q2 2022

Section VI: Matter Staffing Analysis

Short Litigation Matters, 40 to 100 Total Hours Billed

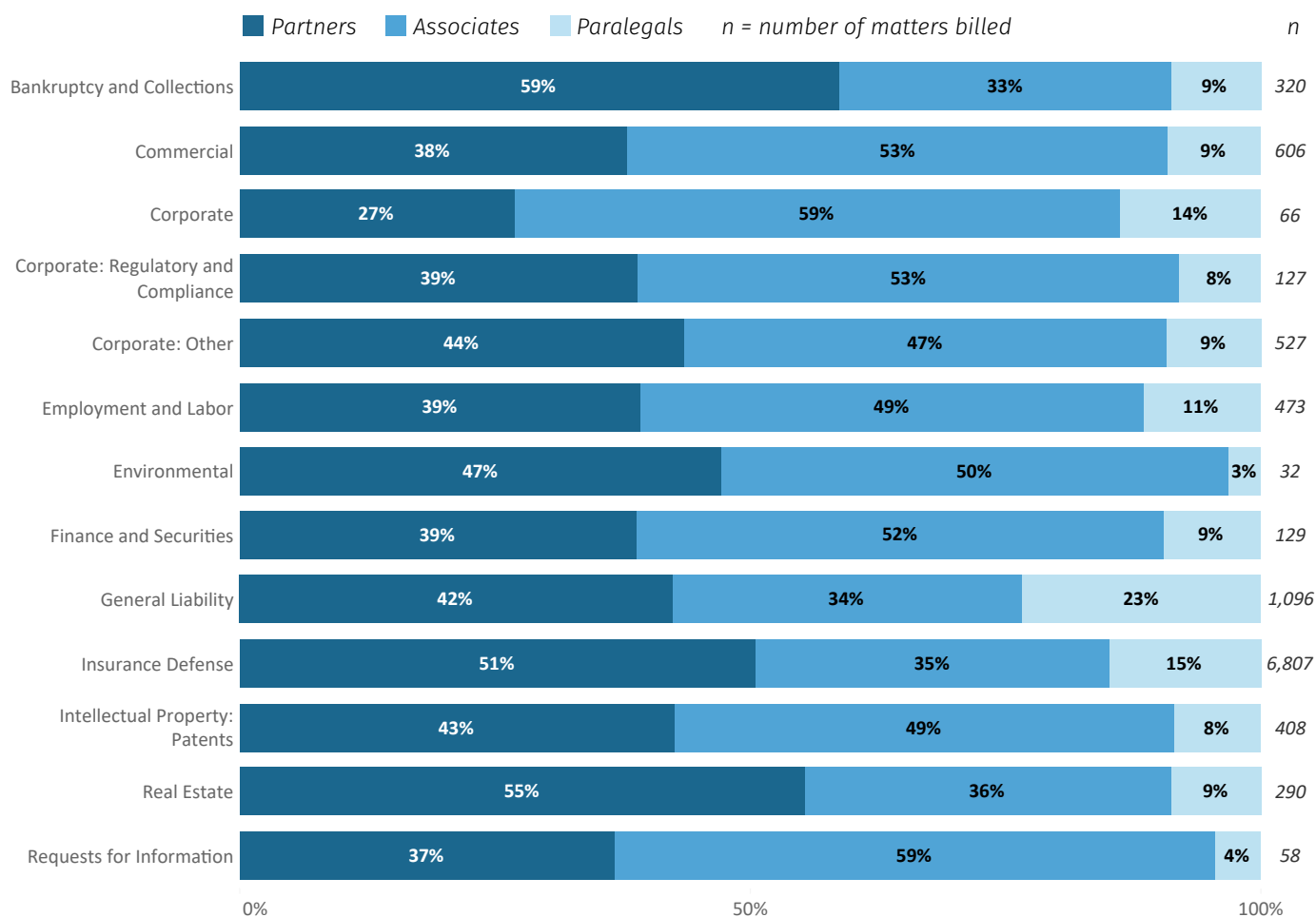
2019 to 2022 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Litigation Matters, More Than 100 Total Hours Billed

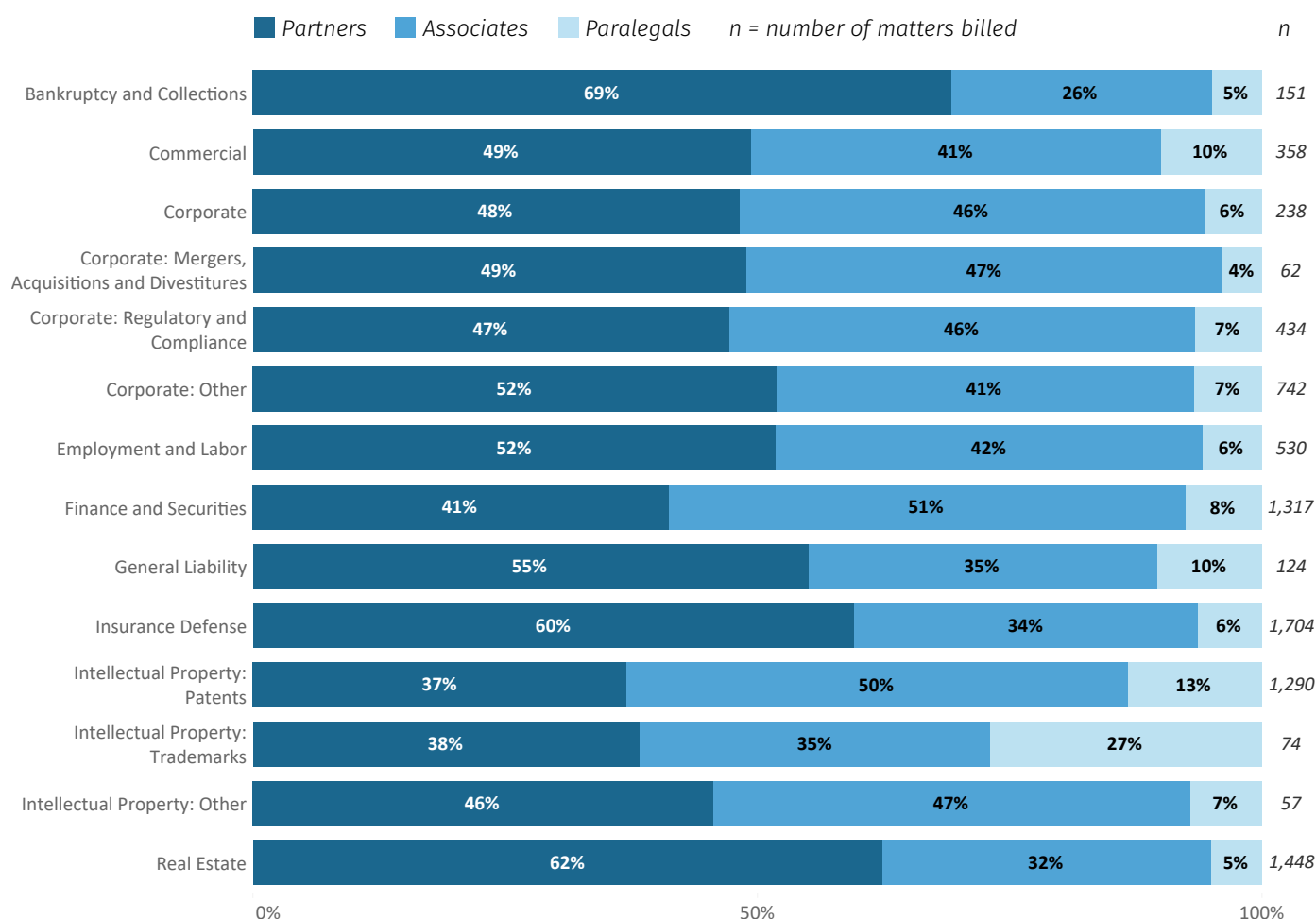
2019 to 2022 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Short Non-Litigation Matters, 40 to 100 Total Hours Billed

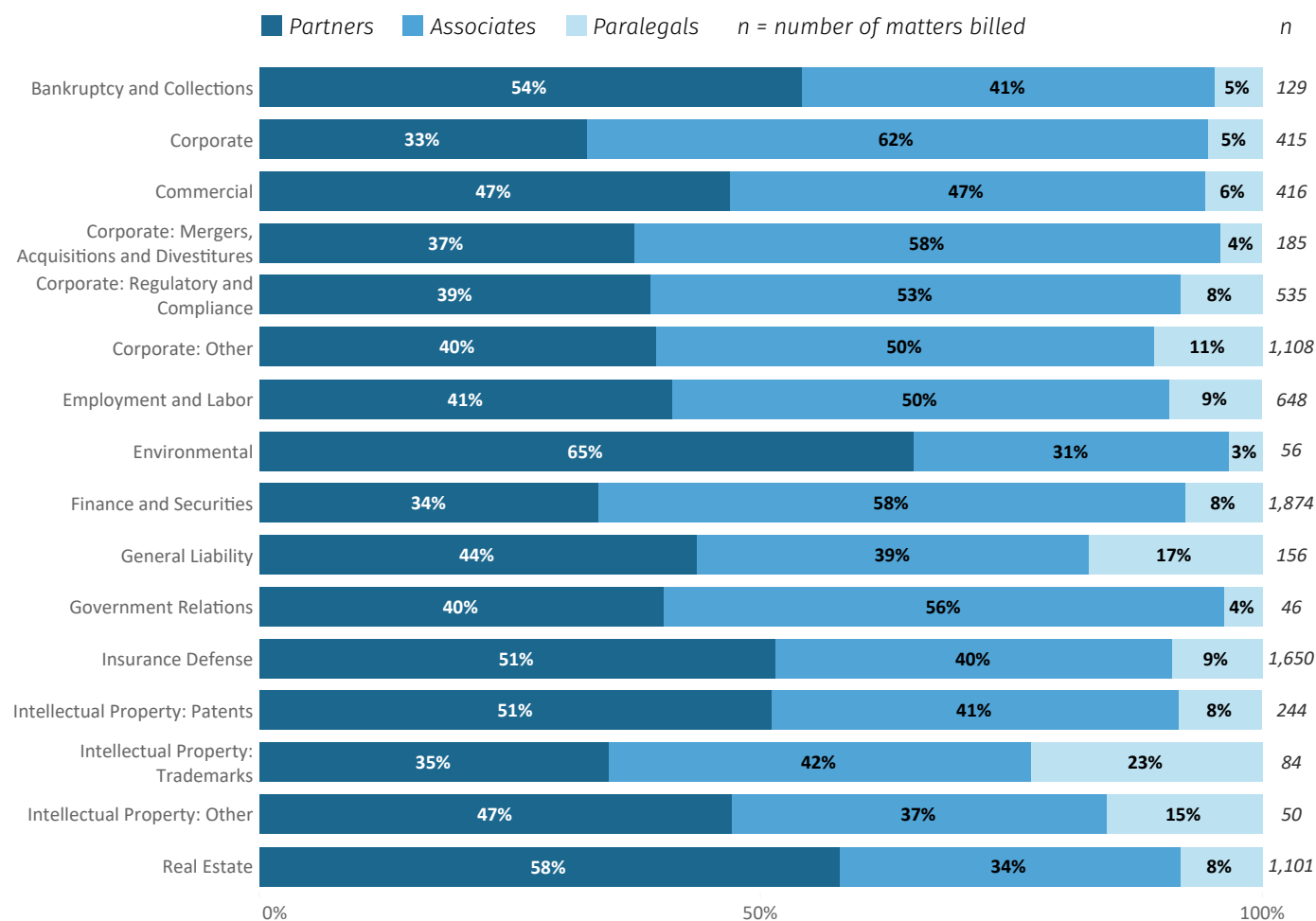
2019 to 2022 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Non-Litigation Matters, More Than 100 Total Hours Billed

2019 to 2022 -- Percentage of Hours Billed per Matter



Section VII: Data Methodology

All data and analysis based on
data collected thru Q2 2022

Appendix: Data Methodology

Invoice Information

Data in Wolters Kluwer ELM Solutions' reference database and the 2022 Real Rate Report were taken from invoice line-item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper's position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

The majority of analyses included in this report have been mapped to one of 11 practice areas, further divided into sub-areas and litigation/non-litigation (for more information on practice areas and sub-areas, please refer to pages 232-234).

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city's defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as "senior partner" or "junior associate." In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

Appendix: Data Methodology

A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Atlanta, GA	Atlanta-Sandy Springs-Alpharetta, GA
Austin, TX	Austin-Round Rock-Georgetown, TX
Baltimore, MD	Baltimore-Columbia-Towson, MD
Baton Rouge, LA	Baton Rouge, LA
Birmingham, AL	Birmingham-Hoover, AL
Boise City, ID	Boise City, ID
Boston, MA	Boston-Cambridge-Newton, MA-NH
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Cheektowaga, NY
Burlington, VT	Burlington-South Burlington, VT
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Concord-Gastonia, NC-SC
Chicago, IL	Chicago-Naperville-Elgin, IL-IN-WI
Cincinnati, OH	Cincinnati, OH-KY-IN
Cleveland, OH	Cleveland-Elyria, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Dayton, OH	Dayton-Kettering, OH
Denver, CO	Denver-Aurora-Lakewood, CO
Detroit, MI	Detroit-Warren-Dearborn, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Kentwood, MI
Greenville, SC	Greenville-Anderson, SC
Harrisburg, PA	Harrisburg-Carlisle, PA

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Hartford, CT	Hartford-East Hartford-Middletown, CT
Honolulu, HI	Urban Honolulu HI
Houston, TX	Houston-The Woodlands-Sugar Land, TX
Indianapolis, IN	Indianapolis-Carmel-Anderson, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Lafayette, LA	Lafayette, LA
Las Vegas, NV	Las Vegas-Henderson-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Anaheim, CA
Louisville, KY	Louisville/Jefferson County, KY-IN
Madison, WI	Madison, WI
Memphis, TN	Memphis-Forrest City, TN-MS-AR
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Nashville, TN	Nashville-Davidson-Murfreesboro-Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie, LA
New York, NY	New York-Newark-Jersey City, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Chandler, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Providence, RI	Providence-Warwick, RI-MA
Raleigh, NC	Raleigh-Cary, NC
Reno, NV	Reno-Carson City-Fernley, NV

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Richmond, VA	Richmond, VA
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Roseville-Folsom, CA
Salt Lake City, UT	Salt Lake City, UT
San Diego, CA	San Diego-Chula Vista-Carlsbad, CA
San Francisco, CA	San Francisco-Oakland-Berkeley, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Bayamon-Caguas, PR
Savannah, GA	Savannah, GA
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Toledo, OH	Toledo, OH
Trenton, NJ	Trenton-Princeton, NJ
Tulsa, OK	Tulsa, OK
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH

Appendix: Data Methodology

Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter.
- The 2022 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses.
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis.
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

A Note on Insurance Litigation

We aim to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

“Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 2018 through 2022. All invoices were submitted through the ELM Solutions billing systems.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item’s hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line-Item Total/Line-Item Hours (Units)
Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line-item amounts after submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

Appendix: Data Methodology

In short, the real rate is the rate appearing on an approved invoice at the invoice line-item level.

Aggregations of data taken from millions of these line-item-level invoice entries are the core of the information analyzed.

A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line-item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, to determine the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2022 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Marketing and Advertising
- Real Estate

Within each client’s areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area “General/Other” when listed under “Commercial and Contracts” refers to general work provided regarding commercial and contracts matters. When listed under the “Employment and Labor” practice area, the same sub-area refers to work provided on employment and labor. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non-litigation work for granular analysis.

Appendix: Data Methodology

Bankruptcy and Collections

Chapter 11
Collections

General/Other
Workouts and Restructuring

Commercial (Commercial Transactions and Agreements)

Contract Breach or Dispute
General, Drafting, and Review
General/Other

Corporate¹

Antitrust and Competition
Corporate Development
General/Other
Governance
Information and Technology
Mergers, Acquisitions, and Divestitures

Partnerships and Joint Ventures
Regulatory and Compliance
Tax
Treasury
White Collar/Fraud/Abuse

Employment and Labor

ADA
Agreements
Compensation and Benefits
Discrimination, Retaliation, and Harassment/EEO
Employee Dishonesty/Misconduct
ERISA

General/Other
Immigration
Union Relations and Negotiations/NLRB
Wages, Tips, and Overtime
Wrongful Termination

Environmental

General/Other
Health and Safety

Superfund
Waste/Remediation

Finance and Securities

Commercial Loans and Financing
Debt/Equity Offerings
Fiduciary Services
General/Other

Investments and Other Financial Instruments
Loans and Financing
SEC Filings and Financial Reporting
Securities and Banking Regulations

General Liability

Asbestos/Mesothelioma
Auto and Transportation
Consumer Related Claims
Crime, Dishonesty and Fraud
General/Other

Personal Injury/Wrongful Death
Premises
Product and Product Liability
Property Damage
Toxic Tort

¹ All references to "Corporate: General/Other" in the Real Rate Report are the aggregation of all Corporate sub-areas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

Appendix: Data Methodology

Government Relations

General/Other
Lobbying and Relations

Insurance Defense

Auto and Transportation
General/Other
Personal Injury/Wrongful Death
Product and Product Liability
Professional Liability
Property Damage
Toxic Tort

Intellectual Property²

General/Other
Licensing
Patents
Trademarks

Marketing and Advertising

General/Other

Real Estate

Construction/Development
Easement and Right of Way
General/Other
Land Use/Zoning/Restrictive Covenants
Landlord/Tenant Issues
Leasing
Property/Land Acquisition or Disposition
Titles

² All references to "Intellectual Property: General/Other" in the Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.



ELM Solutions

About Wolters Kluwer ELM Solutions

Wolters Kluwer ELM Solutions is the market-leading global provider of enterprise legal spend and matter management, contract lifecycle management, and legal analytics solutions. We provide a comprehensive suite of tools that address the growing needs of corporate legal operations departments to increase operational efficiency and reduce costs. Corporate legal and insurance claims departments trust our innovative technology and end-to-end customer experience to drive world-class business outcomes. Wolters Kluwer ELM Solutions was named a leader in both the IDC MarketScape: Worldwide Enterprise Legal Spend Management 2020 Vendor Assessment and IDC MarketScape: Worldwide Enterprise Matter Management 2020 Vendor Assessment. The award-winning products include Passport®, one of the highest rated ELM solutions in the latest Hyperion MarketView™ Legal Market Intelligence Report; TyMetrix® 360°, the industry's leading SaaS-based e-billing and matter management solution; CLM Matrix, named a "strong performer" in the 2019 Q1 CLM Forrester Wave report; and the LegalVIEW® portfolio of legal analytics solutions based upon the industry's largest and most comprehensive legal spend database, with more than \$155 billion in invoices.